



# Nursing Newsletter

Celebrating **100** Years  
Iowa Board of Nursing

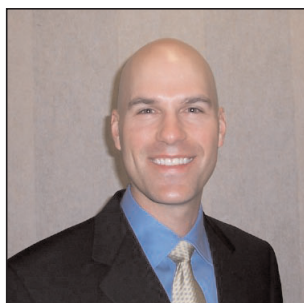
Riverpoint Business Park, 400 SW 8th St., Suite B, Des Moines, IA 50309-4685

Volume 26 Number 4

November, December 2007, January 2008

## GOVERNOR CHET CULVER SIGNS PROCLAMATION

On June 14, 2007, the Board of Nursing and Board office staff had the honor to attend the proclamation signing ceremony. Also in attendance was Lt. Governor Patty Judge. July 4, 2007 commemorated the 100th anniversary of nurse licensure in Iowa. The first law governing licensure of registered nurses was enacted on March 12, 1907, effective July 4, 1907.



## Governor Culver Appoints a New Board Member

Mark Hilliard has been appointed as a Board member effective May 1, 2007 and will represent RN in Nursing Practice.

## ANNIVERSARY RECOGNITION

At the 2007 Annual Meeting of the National Council State Boards of Nursing, the Iowa Board of Nursing was recognized for celebrating its 100th year anniversary of nursing regulation. The plaque was presented at the awards luncheon on Thursday, August 9, 2007 and Board Chairperson Ann Aulwes-Allison accepted on behalf of the Board of Nursing.



*Pictured with the plaque from left to right:* Clyde Bradley, consumer; Jane Hasek, RN, EdD, nurse educator, baccalaureate and higher education; Mary Jacobus, LPN, practice; Pauline Taylor, RN, BSN, practice, Board Secretary; Lorinda Inman, RN, MSN, Executive Director; Ann Aulwes-Allison, RN, MA, EdS, nurse educator, associate degree, Board Chairperson; John Connors, consumer; and Mark Hilliard, RN, MSN, ARNP, practice.



IN THE NAME AND BY THE AUTHORITY OF THE STATE OF IOWA

### PROCLAMATION

WHEREAS, NURSES PROVIDE CARE WHICH SIGNIFICANTLY CONTRIBUTES TO THE WELL-BEING OF THE CITIZENS OF IOWA; AND

WHEREAS, THIS NURSING CARE IS CONTINUOUSLY AVAILABLE TO CITIZENS THROUGHOUT THE STATE; AND

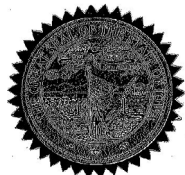
WHEREAS, THE STATE OF IOWA HAS RECOGNIZED THE IMPORTANCE OF SAFEGUARDING THE PUBLIC BY ESTABLISHING THE IOWA BOARD OF NURSING IN 1907; AND

WHEREAS, THE BOARD OF NURSING HAS LICENSED NURSES IN IOWA SINCE 1908; AND

WHEREAS, NURSES CONSTITUTE THE GREATEST NUMBER OF LICENSED HEALTH CARE PROFESSIONALS IN THE STATE OF IOWA;

NOW, THEREFORE, I, CHESTER J. CULVER, GOVERNOR OF THE STATE OF IOWA, DO HEREBY PROCLAIM JULY 4, 2007, AS THE

### 100<sup>TH</sup> ANNIVERSARY OF NURSE LICENSURE IN IOWA



IN TESTIMONY WHEREOF, I HAVE HEREUNTO SUBSCRIBED MY NAME AND CAUSED THE GREAT SEAL OF THE STATE OF IOWA TO BE AFFIXED, DONE AT DES MOINES THIS 14<sup>TH</sup> DAY OF JUNE IN THE YEAR OF OUR LORD TWO THOUSAND SEVEN.

*Chet Culver*  
CHESTER J. CULVER  
GOVERNOR

ATTEST:

*Michael A. Mauro*  
MICHAEL A. MAURO  
SECRETARY OF STATE

## FAILURE TO MEET THE REQUIREMENTS OF CONTINUING EDUCATION AUDITS

The board has recently reviewed an increasing number of disciplinary cases related to failure by licensees to meet the continuing education requirements that are mandated by law and spelled out in administrative rules. As a reminder, here are pertinent facts related to audits of continuing education.

The board randomly selects licensees from the pool of those who renew on time each month. The board also audits all persons who renew late, between the expiration of the license and the 15th of the following month. And the board re-audits all persons who submitted late credit in a previous audit.

Any licensee who fails to submit materials requested in a continuing education audit, or who fails to submit make-up credit to cover any deficits found in an audit, are routed to the enforcement division. Failure to comply can result in fines of \$50 for each missing contact hour, up to a maximum of \$1000. Failure to pay the fine, and to submit additional contact hours required by the board through disciplinary action, can result in suspension of the license until these conditions are met.

## FDA RESOURCES

The Iowa Board of Nursing has been notified by the Food and Drug Administration, of the availability of electronic resources for health professionals. Healthcare practitioners can now receive clinically useful safety information on medical products from FDA by:

- Subscribing to FDA's MedWatch listserve notification or RSS news feeds, at <http://www.fda.gov/medwatch/elist.htm>
- Bookmarking FDA's MedWatch Web site at <http://www.fda.gov/medwatch/safety.htm>
- Downloading audio broadcasts (podcasts)

During the past several years, the FDA indicates that they have been working to harness informatics, with the goal of achieving an electronic environment for all of their regulatory activities, including communicating timely safety information to providers and patients. For example:

- In January 2006, FDA began making update prescription drug labels available to physicians free of charge through the National Library of Medicine's DailyMed Web site at <http://dailymed.nlm.nih.gov>
- In March 2007, the FDA hosted a public meeting to explore opportunities for collaborations with private healthcare organizations to develop a nationwide electronic network supporting rapid access to, and analysis of, medical product adverse events and the dissemination of timely risk communications.

According to the FDA, drug and device manufacturers are also turning to electronic methods to disseminate safety information to healthcare professionals in a timely, targeted, and secure manner. The FDA supports the use of electronic methods to disseminate medical product safety information, whether it is by industry or the FDA itself. If you would like additional information about FDA activities in this area, please contact Dr. Norman Marks at [safetyinformation@fda.hhs.gov](mailto:safetyinformation@fda.hhs.gov) or 301-827-1512.

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## MEMBERS OF THE IOWA BOARD OF NURSING May 1, 2007 - April 30, 2008

	<u>TERM ENDS</u>
M. Ann Aulwes-Allison, RN, MA, EdS, Chairperson 436 East Manning, Ottumwa, IA 52501 (Nursing Education)	2009
Pauline E. Taylor, RN, BSN, Secretary 1917 Graslon Drive, Iowa City, IA 52246 (Nursing Practice)	2008
Clyde Bradley 315 33rd Avenue North, Clinton, IA 52732 (Consumer)	2010
Jane E. Hasek, RN, EdD 606 Center Street, Reinbeck, IA 50669 (Nursing Education)	2010
Mary J. Jacobus, LPN 3105 14th Avenue North, Fort Dodge, IA 50501 (Nursing Practice)	2008
John H. Connors 2808 East 16th Street, Apartment 16, Des Moines, IA 50316 (Consumer)	2008
Mark L. Hilliard, MSN, ARNP 8065 Briargate Court, Johnston, IA 50131 (Nursing Practice)	2010

## BOARD MEETING SCHEDULE 2007 - 2008

December 5-6-7, 2007 (November 14, 2007)

March 12-13-14, 2008 (February 20, 2008)

June 11-12-13, 2008 (May 21, 2008)

Requests for establishment of new schools, requests for major curriculum change, other special requests, and regular business will be considered at each meeting. Materials must be received in the board office **three (3) weeks** prior to a scheduled board meeting. For your convenience, behind each board meeting date is the deadline for receipt of materials.

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## PROPOFOL ADMINISTRATION

At the September 13, 2007 meeting, the Iowa Board of Nursing voted to find that it is not within the scope of practice of the registered nurse to administer Propofol (Diprivan) during operative, invasive and diagnostic procedures in any type of health care setting.

The board is sensitive to the fact that there are facilities that have initiated RN administered Propofol (Diprivan) during various procedures. To give these facilities adequate time to revise their practice procedures the board's decision will be enforced December 1, 2007.

The following position statement was accepted by the board and will be available on the Iowa Board of Nursing website under Nursing Practice.

### POSITION STATEMENT ADMINISTRATION OF PROPOFOL

During the September 2007 board meeting, the board voted to find that it is not within the scope of practice of the registered nurse to administer Propofol (Diprivan) during operative, invasive and diagnostic procedures in any type of health care setting.

The agent Propofol (Diprivan) is an intravenous sedative agent used in the induction and maintenance of anesthesia or sedation.

Sedation to anesthesia is a continuum and it is not always possible to predict how an individual patient will respond.

The progression from moderate sedation to deep sedation and then unconsciousness can occur rapidly.

Practitioners intending to produce a given level of sedation should be able to rescue patients whose level of sedation becomes deeper than intended.

In the event of an unintended level of sedation, there is not a reversal agent for Propofol (Diprivan). Intervention must be provided by a practitioner proficient in airway management and cardiovascular resuscitation.

The education and experience levels of the registered nurse are quite variable in all types of settings. Also, the registered nurse does not receive advanced training in general anesthesia, airway management and cardiovascular resuscitation.

The board is of the opinion that the agent Propofol (Diprivan) needs to be administered by a trained anesthesia provider educated in anesthesia, airway management and cardiovascular resuscitation. The certified registered nurse anesthetist is considered to be an anesthesia provider.

This position statement is not intended to prohibit the registered nurse from administering Propofol (Diprivan) to intubated, ventilated patients in a critical care setting.

Adopted by the Iowa Board of Nursing 9/19/07.

## PROVIDER UPDATE

The following providers have moved or changed their name, which should be noted on the listing in your possession:

(Provider 31)  
Iowa Health – Des Moines  
1200 Pleasant Street  
Des Moines, IA 50309  
*(previously listed as Central Iowa Health Systems)*

(Provider 110)  
Central Hawkeye Chapter AORN  
c/o Wanda Marshall, RN  
1200 Pleasant Street  
Des Moines, IA 50309

(Provider 325)  
HealthNet/Health.edu  
3601 4th Street  
MS 7755  
Texas Tech University Health Sciences Center  
Lubbock, TX 79430  
*(previously TTUHSC HealthNet Education Svcs)*

(Provider 328)  
Cross Country Education  
9020 Overlook Boulevard Suite 140  
Brentwood, TN 37027

The following provider has voluntarily relinquished its Iowa provider number, and should be removed from the lists currently in your possession:

(Provider 277)  
AKH, Inc.  
(Advancing Knowledge in Healthcare)  
320 Corporate Way Suite 200  
Orange Park, FL 32073

## COMMUNICATING WITH THE IOWA BOARD OF NURSING

The Iowa Board of Nursing requests that licensees and the public use the board web site [www.state.ia.us/nursing](http://www.state.ia.us/nursing) or telephone verification system 515-281-3255 for 24-hour access to online license renewal and verification, address changes and general information.

Use the following contacts for specific questions. If you inquire about your licensure status or request written materials, provide the following information at the beginning of the call/message: Iowa license number, full name, mailing address, and phone number including area code.

QUESTIONS ABOUT	CONTACT
<ul style="list-style-type: none"> <li>• Your license renewal or reactivation in process</li> <li>• Lost/stolen licenses</li> <li>• License Verification</li> </ul>	Phone 515-281-3264 <a href="mailto:Chris.osman@iowa.gov">Chris.osman@iowa.gov</a>
<ul style="list-style-type: none"> <li>• Name/address changes</li> <li>• Application for license renewal or reactivation</li> <li>• Inactive status</li> </ul>	Phone 515-281-4826 <a href="mailto:ibon@bon.state.ia.us">ibon@bon.state.ia.us</a>
<ul style="list-style-type: none"> <li>• Application forms for licensure by examination or endorsement</li> <li>• ARNP application and renewal</li> <li>• Foreign applicants for licensure</li> <li>• Your application in process</li> </ul>	Phone 515-281-6488 <a href="mailto:newnurs@bon.state.ia.us">newnurs@bon.state.ia.us</a>
<ul style="list-style-type: none"> <li>• Continuing education rules</li> <li>• Continuing Education provider rules</li> </ul>	Phone 515-281-8808 <a href="mailto:cnewell@bon.state.ia.us">cnewell@bon.state.ia.us</a>
<ul style="list-style-type: none"> <li>• Special approval of Continuing Education courses</li> <li>• Audits</li> </ul>	Phone 515-281-8258 <a href="mailto:dbrown@bon.state.ia.us">dbrown@bon.state.ia.us</a>
<ul style="list-style-type: none"> <li>• Disciplinary issues</li> <li>• Sanctioned cases</li> <li>• Roster and label orders</li> </ul>	Phone 515-281-6472 <a href="mailto:enforce@bon.state.ia.us">enforce@bon.state.ia.us</a>
<ul style="list-style-type: none"> <li>• Iowa Board of Nursing newsletter</li> </ul>	Phone 515-281-4823 <a href="mailto:marmago@bon.state.ia.us">marmago@bon.state.ia.us</a>
<ul style="list-style-type: none"> <li>• Scope of nursing practice in Iowa</li> </ul>	Phone 515-281-4828 <a href="mailto:nsgprac@bon.state.ia.us">nsgprac@bon.state.ia.us</a>
<ul style="list-style-type: none"> <li>• Formal nursing education in Iowa</li> <li>• NCLEX® test modifications</li> </ul>	Phone 515-281-4828 <a href="mailto:nsgeduc@bon.state.ia.us">nsgeduc@bon.state.ia.us</a>
<ul style="list-style-type: none"> <li>• Nurse Licensure Compact Agreement (Multi-state license)</li> <li>• NCLEX accommodations</li> </ul>	Phone 515-281-5535 <a href="mailto:llinder@bon.state.ia.us">llinder@bon.state.ia.us</a>



## PROCEDURES FOR INACTIVE STATUS

- Requests for inactive status from licensees will NOT be accepted.
- Licensees will no longer need to request to place their Iowa license on inactive status when they move out of state or are no longer practicing in the nursing field. (The license will be placed inactive 30 days after expiration.)
- Delinquent status has been eliminated.
- Licensees who do NOT renew their Iowa license within 30 days after expiration will automatically be placed on inactive status.
- For reactivation of an inactive license the licensee will be required to submit a reactivation application and the fee of \$225.00. The continuing education requirement for reactivation is 1.2 Continuing Education Units or 12 Contact Hours that were earned in the previous 12 months. Two fingerprint cards are also required, to conduct a criminal history background check.
- Licensees who move to another compact state and are issued a license in the new compact state will have their Iowa license placed inactive immediately upon issuance of the new license. The Iowa license will need to be returned to the Iowa Board of Nursing office.
- Licensees who inadvertently allow their license to become inactive and continue to work using the inactive license will be brought to the attention of the Enforcement Unit for Investigation. Reactivation of the license will require a reactivation application, proof of 1.2 Continuing Education Units or 12 Contact Hours, two fingerprint cards, and the fee of \$225.00.
- Iowa law requires you to keep the board informed of any name or address changes, even when your license is on inactive status.

## FREQUENTLY ASKED QUESTIONS: MANDATORY TRAINING ON ABUSE IDENTIFICATION AND REPORTING

### Q. Who is required to take the Mandatory Reporters of Child and Dependent Adult Abuse Course?

A. A licensee (ARNP, RN or LPN) who regularly examines, attends, counsels or treats children or dependent adults in Iowa is required to complete training related to the identification and reporting of child/dependent adult abuse.

### Q. What if I do not regularly examine, attend, counsel or treat children or dependent adults in Iowa, I work in another state, but hold an Iowa license?

A. The course is NOT required in this case. If this licensee is audited a letter from the licensee's place of employment will be required stating that patients treated are not in Iowa.

### Q. How often is the Mandatory Reporters Child/Dependent Adult Abuse Course required?

A. The licensee is required to complete at least two hours of training every five years. The course must be approved by the Public Health Abuse Education Review Panel. A list of approved curricula can be found at:  
[http://www.idph.state.ia.us/bhpl/abuse\\_ed\\_review.asp](http://www.idph.state.ia.us/bhpl/abuse_ed_review.asp)

### Q. What if I am audited and in my employment I do not on a regular basis examine, attend, counsel or treat children or dependent adults? How do I complete the audit requirement?

A. A letter from your place of employment or supervisor stating that in your course of employment you do not regularly examine, attend, counsel or treat children or dependent adults in Iowa, sent with your continuing education certificates will satisfy the audit.

### Q. What documentation is required for proof of attendance to the Mandatory Reporters of Child/Dependent Adult Abuse Course?

A. A certificate of completion from the provider of the course that includes:  
 Provider's Name  
 Licensee's Name  
 Name of Course Attended  
 Date of Attendance  
 Public Health Abuse Education Review Panel's Approval #  
 Provider # if course will be used for continuing education credit

## IOWA BOARD OF NURSING FEES

The following licensing fees have been approved to support regulatory activities of the Iowa Board of Nursing.

* Application for Examination	\$ 143.00
Application for Re-Exam (Nursing Board holds Fingerprint Card dated within the previous 12 months)	\$ . 93.00
Renewal of License	\$ 99.00
* License by Endorsement	\$ 169.00
* Reactivation of License	\$ 225.00
Late Renewal	\$ 149.00
Application for ARNP	\$ 81.00
ARNP Renewal	\$ 81.00
Certified Verification of License (includes ARNP)	\$ 25.00
Duplicate/Re-issue of Wallet Card	\$ 20.00
Certified Copy of Original Document	\$ 20.00
Returned Check	\$ 15.00
Non-Certified Employer Verification of License (Includes VISA Screen)	\$ 3.00

\*Fee includes the \$50.00 fee for evaluation of the fingerprint packet and the DCI/FBI criminal history background check.

## SUMMARY BOARD OF NURSING MEETING JUNE 13- 15, 2007

### Board Members Present:

M. Ann Aulwes-Allison, RN, Chairperson  
Pauline Taylor, RN, Secretary  
Jane Hasek, RN  
Clyde Bradley  
John Connors  
Mark Hilliard, RN

### Professional Staff Present:

Lorinda K. Inman, RN, Executive Director  
R.C. Miller, Enforcement  
Sandra Colin, RN, Enforcement  
Dana Peterson, Enforcement  
Doug Bartels, Enforcement  
Taunya Cunningham, RN, Enforcement  
M. Christine Newell, RN, Nursing Standards  
Kathleen R. Weinberg, RN, Practice/Education  
Lynn Linder, Operations Officer

Also present was Emily Kimes-Schwiesow, Assistant Attorney General, Department of Justice

### Excused:

Mary Jacobus, LPN, board member

### Enforcement:

1. The board completed action on the following cases:
  - a. Probation:
    - (1) Michelle Kunkle, #099381 – 12 months
    - (2) Lisa Perales, #P43455 – 12 months
    - (3) Renay D. Adkisson, #P47487 – 6 months
  - b. Suspension:
    - (1) Esther A. Alarcon, #P43060 – Conditional followed by 12 months probation
    - (2) Amy E. Pace, #101765, #P39355 – Conditional followed by 12 months probation
  - c. Continuing Education:
    - (1) Mary Chalus, #056334 – 45 contact hrs.
    - (2) Melissa Chambers, #076776 – 1 contact hr.
    - (3) Kathryn Matlage, #P17250 – 24 contact hrs.
  - d. Voluntary Relinquishment:
    - (1) Robert D. Kluding, #111504
    - (2) Bridget A. Cunningham, #111747, #P38842
    - (3) Mary Reed, #P22544
  - e. Fine:
    - (1) Melissa Chambers, #076776 – \$50
    - (2) Kathryn Matlage, #P17250 – \$1000
    - (3) Gina L. Burket, #065799, #P19523 – \$100
    - (4) Jodi Gorsett, #104270 – \$500
    - (5) Kristine Heitland, #067047, #P20282 – \$50
    - (6) Janice Holmes, #080079 – \$700
    - (7) Elaine M. Loers, #092722, #P09389 – \$100
    - (8) Charlene M. Manwaring, #109766 – \$200
  - f. Citation and Warning:
    - Polly Lasley, #097616, #P37485

2. The board voted to:
  - a. Order 20 disciplinary hearings.
  - b. Reschedule 5 disciplinary hearings.
  - c. Approve the proposed Notice of Hearing, Statement of Matters Asserted, Settlement Agreement and Final Order (Combined) for 10 cases.
  - d. Accept the proposed Stipulation and Order for 6 cases.
  - e. Close 87 investigations without action.
  - f. Postpone 12 scheduled hearings for cause.
  - g. Approve 3 felony applicants.
  - h. Approve 3 endorsement applicants.
3. The board held 6 hearings and 1 rehearing.

### Continuing Education:

1. There were no new providers approved since the last board meeting.
2. The following providers were approved for renewal since the last board meeting:
  - #31 Iowa Health - Des Moines, Des Moines
  - #56 Mercy Medical Center - Sioux City, Sioux City
  - #88 VA Iowa City Health Care System, Iowa City
  - #110 Central Hawkeye Chapter AORN, Des Moines
  - #282 Regional Medical Center, Manchester
3. Provider 277, AKH, Inc., Advancing Knowledge in Healthcare, Orange Park, FL, voluntarily relinquished their provider number since the last board meeting.
4. The board voted to deny Iowa provider approval of Taylor College For Continuing Education, Los Angeles, CA, for failure to meet Chapter 5 provider criteria within one year of filing the initial application.
5. The board voted to accept "Updates and Common Coding Errors: The AANAC Recertification Course," as make-up credit completed by Carol Hazen on March 12, 2007, from ANCC for 3 contact hours. Ms. Hazen will be advised that this credit may not be used for her next renewal in December 2010, and she will be audited at the time of that renewal.
6. The board voted to approve the request submitted by Sharon Gillund to recognize the 60 clock hours for "Transformational Path I and II," held March 12-23, 2007 in Oklahoma City, OK, for 72 contact hours.
7. The board voted to approve the request by Heartland Area Education Agency, provider 147, for a waiver of 655 IAC 5.3(4)"a," which specifies the materials that are required to be submitted for provider renewal no later

than three months prior to the expiration of the current approval. The board finds that all criteria in 655 IAC 15.4 have been met and issues order 2007-01-CE. Further, the board reapproves provider 147 retroactively, effective from January 31, 2007.

### Practice:

1. The board discussed the administration of Propofol by an RN for the purpose of operative, invasive and diagnostic procedures and heard comments from the public.
2. The board voted to approve the request by Massa Abdullahi, Cedar Rapids, for special testing accommodations during administration of the NCLEX®-PN due to diagnosed disabilities. The accommodations will allow a separate room, reader and three additional testing hours while taking the NCLEX®-PN.
3. The board voted to approve the request by Brooke Hoeger, Cedar Rapids, for special testing accommodations during administration of the NCLEX®-RN due to a diagnosed disability. The accommodations will allow a separate room while taking the NCLEX®-RN.
4. The board voted to direct staff to add to the September 12-14, 2007 agenda, the topic of developing an online LPN Supervising in Healthcare Facilities course. Interested parties will be notified in advance and have the opportunity to address the board regarding this matter.

*Continued on page 8*

**SUMMARY** *Continued from page 7***Education:**

1. The board voted to accept the Coe College Nursing Education Program Report and responses to the recommendations and grant Coe College, Cedar Rapids, full approval for six years.
2. The board voted to accept the Kaplan University Nursing Education Program Report and responses to the recommendations and grant Kaplan University, Davenport, full approval for six years.
3. The board voted to accept the Master of Science in Nursing Program progress report submitted by Briar Cliff University, Sioux City.  
The board voted to approve the proposal for the following programs submitted by Briar Cliff University, Sioux City:  
Post-Master's Family Nurse Practitioner Certificate  
Post-Master's Nurse Educator Certificate  
Post-Bachelor's Nurse Educator Certificate
4. The board voted to accept the Bachelor of Science in Nursing Completion Program progress report submitted by Dordt College, Sioux Center.
5. The board voted to accept the practical nursing program progress report submitted by Hamilton College, Iowa Campuses.
6. The board voted to accept the Bachelor of Science in Nursing program progress report submitted by Northwestern College, Orange City.  
The board voted to accept the course and course syllabus BIO 122: Introduction to Human Physiology submitted by Northwestern College, Orange City.  
The board voted to approve the following courses and course syllabi submitted by Northwestern College, Orange City:  
NUR 320: Promoting Shalom With Ill Clients  
NUR 360: Promoting Shalom With the Childbearing Family
7. The board voted to accept the Prelicensure Baccalaureate Program progress report submitted by the University of Dubuque, Dubuque.
8. The board voted to accept the RN-BSN Program progress report submitted by Upper Iowa University, Fayette.  
The board voted to approve the following courses and course syllabi submitted by Upper Iowa University, Fayette:  
NUR 310: Nursing Informatics  
NUR 370: Nursing Leadership and Management
9. The board voted to accept the Master of Science in Nursing Administration Program progress Report submitted by St. Ambrose University, Davenport.
10. The board voted to accept the institutional plans for assessment and improvement of NCLEX® results submitted by the following nursing education programs:  
Clarke College, Dubuque  
Grand View College, Des Moines  
Indian Hills Community College, Ottumwa  
Iowa Wesleyan College, Mount Pleasant  
Mercy College of Health Sciences, Des Moines  
St. Ambrose University, Davenport
11. The board voted to approve the curriculum revisions in the Bachelor of Science in Nursing program submitted by Allen College, Waterloo, as stated in the letter from Nancy Kramer, and to include:  
Deletion of courses:  
NU 161 Pathophysiology I  
NU 162 Pathophysiology II  
NU 191 Nursing Care of Older Adults  
NU 281 Senior Seminar  
NU 260 Nursing Care of the Home Health Client  
Content revisions in courses:  
NU 270 Introduction to Professional Nursing  
NU 380 Research in Nursing Practice  
NU 420 Professional Issues and Trends  
NU 460 Nursing Leadership  
NU 470 Nursing Care of the Client With Complex Needs  
Addition of courses and course syllabi:  
NU 290 Pathophysiology  
NU 400 Nursing Care of the Aging Adult
12. The board voted to approve the following courses and course syllabi for the Adult Psychiatric-Mental Health Nurse Practitioner Track proposal submitted by Allen College, Waterloo:  
NU 580 Theoretical Foundations of Advance Adult Psychiatric-Mental Health Nursing Practice  
NU 615 Management and Care of Adults With Acute and Chronic Mental Health Conditions  
NU 615C Practicum  
NU 620 Management and Care of Adult Clients With Acute and Chronic Mental Health Conditions II  
NU 620C Practicum  
NU 625 Management and Mental Health Care of Special Populations  
NU 625C Practicum
13. The board voted to approve the following curriculum revisions for the RN-BSN program submitted by Graceland University, Independence, MO campus:  
Deletion of course NURS 4260 Care of the Critically Ill – 3 s.h.  
Addition of the course NURSXXXX Global Health and Policy Issues – 3 s.h.
14. The board voted to approve the curriculum revisions for the Family Nurse Practitioner, Nurse Educator and Health Administration MSN programs, as stated in the proposal for the curriculum change document and the changes in course descriptions document submitted by Graceland University, Independence, MO campus.
15. The board voted to approve the following courses and course syllabi for the Associate of Science in Nursing Program submitted by Mercy College of Health Sciences, Des Moines:  
NSG 101: Introduction to Professional Nursing Concepts  
NSG 102: Professional Nursing Skills I
16. The board voted to accept the 2006 NCLEX® improvement plan update submitted by Northwest Iowa Community College, Sheldon.
17. The board voted to approve the following course revisions in the Associate Degree Nursing Program submitted by Northwest Iowa Community College, Sheldon:  
The current course ADN Nursing I (ADN651C) 13 credits will be revised to two courses:  
ADN Nursing IA (ADN644C) 7 credits  
ADN Nursing IB (ADN645C) 6 credits  
The current course ADN Nursing II (ADN652C) 13 credits will be revised to two courses:  
ADN Nursing IIA (ADN646C) 7 credits  
ADN Nursing IIB (ADN647C) 6 credits
18. The board voted to approve the following courses and course syllabi for the Associate of Science in Nursing Program submitted by St. Luke's College, Sioux City:  
NUR220: Professional Development II  
NUR222: Pharmacology in Nursing Practice II  
NUR225: Reproductive and Childbearing Nursing  
NUR226: Neurological and Psychiatric Nursing
19. The board voted to approve the program revisions for the Master of Science in Nursing Informatics by increasing the required hours from 33 semester hours to 38 semester hours submitted by the University of Iowa, Iowa City.  
The board voted to approve the following course syllabi for the Doctorate of Nursing Practice Program submitted by the University of Iowa, Iowa City:  
96:303 DNP: Advanced Role Development I  
96:304 DNP: Advanced Role Development Practicum I

**Executive Director's Report:**

1. National Council of State Boards of Nursing activities

2. Financial report
3. Legislative report
4. Disciplinary diversion discussion with other boards

**Minutes:**

The board voted to approve the following minutes as corrected:

- February 28-March 2, 2007 board meeting
- May 8, 2007 conference call
- May 22, 2007 conference call

**Miscellaneous:**

1. The board voted to adopt and file ARC5786B, amendments to Chapter 3.
2. The board voted to file under Notice of Intended Action, amendments to Chapter 2.

**Information:**

1. NCLEX®-RN/PN 1st quarter results
2. Letter from Kirkwood Community College re: appointment of Sandra E. Cooper to the Director of Nursing position
3. Letter from Eastern Iowa Community College District re: the appointment of Gail Spies as Interim Dean of Muscatine Community College and Shelly Cram Rahlf as Inter-



## SUMMARY IOWA BOARD OF NURSING CONFERENCE CALLS

**MAY 22, 2007**

**Board Members Present:**

M. Ann Aulwes-Allison, RN, Chairperson  
Pauline Taylor, RN, Secretary  
Mary Jacobus, LPN  
Jane Hasek, RN  
Clyde Bradley  
John Connors  
Mark Hilliard, RN

**Professional Staff Present:**

Lorinda Inman, RN, Executive Director  
Dana Peterson, Enforcement  
Taunya Cunningham, RN, Enforcement  
Doug Bartles, Enforcement

**Enforcement:**

1. The board completed action on the following cases:
  - a. Continuing Education:
    - (1) Connie R. Volz, #088702 – 45 contact hrs.
    - (2) Nancy A. Remington, #092235, #P32356 – 6 contact hrs.
    - (3) Brenda S. Ites, #063569 – 45 contact hrs.
    - (4) Randy Van Roekel, #055089, #P13206 – 30 contact hrs.
  - b. Probation:
    - Brenda S. Ites, #063569 – 12 months
  - c. Fine:
    - (1) Nancy A. Remington, #092235, #P32356 – \$1000
    - (2) Cheryl A. Weatherington, #038659 – \$150
  - d. Citation and Warning:
    - Joan L. Kitten, #106543, #P25283

**Miscellaneous:**

The board voted to elect Lorinda Inman and Ann Aulwes-Allison as delegates and Jane Hasek and Chris Newell as alter-

nates for the National Council of State Boards of Nursing 2007 Annual Meeting, August 7-10, 2007, Chicago, IL.

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**JULY 26, 2007**

**Board Members Present:**

M. Ann Aulwes-Allison, RN, Chairperson  
Pauline Taylor, RN, Secretary  
Mary Jacobus, LPN  
Jane Hasek, RN  
Clyde Bradley  
John Connors  
Mark Hilliard, RN

**Professional Staff Present:**

Lorinda Inman, RN, Executive Director  
R.C. Miller, Enforcement  
Dana Peterson, Enforcement  
Doug Bartles, Enforcement  
Lynn Linder, Operations Officer

**Enforcement:**

1. The board completed action on the following cases:
  - a. Continuing Education:
    - (1) Carol A. Overbey, #P23427 – 60 contact hrs.
    - (2) Pamela A. Sandell, #077966, #P09721 – 30 contact hrs.
  - b. Fine:
    - Judith C. Grob, #038791 – \$100
  - c. Citation and Warning:
    - Shirley Ann Cline, #106048, #P39678
  - d. Voluntary Relinquishment:
    - Paulette Maassen, #065669, #P19861
  - e. Revocation:
    - (1) Janine Adams, #P35353
    - (2) Debra Chase, #P35005
    - (3) Diane Mayer, #P08170
  - f. Suspension:
    - (1) Krista L. Kelley, #111221, #P44776
    - (2) Virginia Pilcher, #074267, #P24988
    - (3) Stacy R. Eekhoff, #P42604 – Indefinite
    - (4) Michelle R. Williams, #P32950 – Indefinite
2. The board:
  - a. Approved 1 request for licensure by endorsement.
  - b. Postponed 5 hearings.
  - c. Reaffirmed an order of revocation issued on April 5, 2007.

**Practice:**

The board voted to approve the request for special testing accommodations during administration of the NCLEX®-RN submitted by Tiffany Jackson, Creston, IA, due to a diagnosed disability. The accommodation will allow a separate room and an additional two (2) hours while taking the NCLEX®-RN.

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**AUGUST 21, 2007**

**Board Members Present:**

Pauline Taylor, RN, Secretary  
Mary Jacobus, LPN  
Jane Hasek, RN  
Clyde Bradley  
John Connors  
Mark Hilliard, RN

**Board Member Absent:**

M. Ann Aulwes-Allison, RN, Chairperson

**Professional Staff Present:**

Christine Newell, RN, Nursing Standards  
Sandra Colin, RN, Enforcement  
Dana Peterson, Enforcement  
Taunya Cunningham, RN, Enforcement  
Lynn Linder, Operations Officer

**Enforcement:**

- The board completed action on the following cases:
1. Continuing Education:
    - (a) Jenny L. Fry, #105904, #P41295 – 30 contact hrs.
    - (b) DesRae Mann, #P32974 – 30 contact hrs.
  2. Fine:
    - (a) Corinne R. Neymeyer, #P44503 – \$100
    - (b) Debra A. O'Leary, #058861 – \$600
  3. Citation and Warning:
    - Vivian M. Gilleland, #047121
  4. Voluntary Relinquishment:
    - Kristi A. Lepa, #060652, #P16465
  5. Suspension:
    - Heather L. Fullerton, #114151 – Indefinite

**Practice:**

1. The board voted to approve the request for special testing accommodations during administration of the NCLEX® submitted by Donna Foster Paulsen, Iowa City, IA, due to a diagnosed disability. The accommodation will allow a separate room and three additional testing hours while taking the NCLEX®.
2. The board voted to approve the request for special testing accommodations during administration of the NCLEX® submitted by Joseph Patton, Des Moines, IA, due to diagnosed disabilities. The accommodation will allow a separate room and two additional testing hours while taking the NCLEX®.
3. The board voted to issue Order No. 2007-06-PR, which approves the petition for waiver of the requirement that the school of nursing submit an official transcript which denotes the date of graduation and diploma or degree conferred, submitted by Jennifer Pieper, Sioux City, IA.

## NURSE LICENSURE COMPACT

The Iowa Board of Nursing is pleased to be a member of the nurse licensure compact. This new form of licensure and regulation will better protect the public by:

Allowing competent nurses to provide care both physically and electronically wherever care is needed;

Providing the public ready access to and a choice of qualified nurses;

Protecting clients against incompetent nurses or unsafe nursing care through better communication between boards of nursing, cooperative disciplinary investigations and prompt reporting of disciplinary action;

Benefiting employers of nurses by having a more mobile workforce and a convenient centralized database for verification of licensure credentials.

### Understanding the Basics

☑ The nurse licensure compact allows a nurse who resides in a compact state to hold ONE license in the nurse's primary state of residence and practice in all other states in which the compact is in effect. Primary state of residence is where the nurse holds a driver's license, pays taxes and/or votes.

☑ The compact requires the nurse to practice according to the laws and regulations of the state in which the nurse provides care where the patient is located at the time the care is provided. The practice laws and regulations for many states are available online.

☑ A nurse who is under discipline may be in a monitoring agreement, which restricts practice across state lines.

☑ If you hold a license in a COMPACT state and RESIDE in that COMPACT state, your license is a multistate license which authorizes you to practice in any other compact state.

☑ If you hold a license in a COMPACT state, but do not RESIDE in that compact state (reside in a non-compact state), your license is a single state license and it authorizes you to practice only in that compact state. For example, if you hold an Iowa nursing license, but do not live in Iowa, the license is a single state license and does not grant you the privilege to practice in any other state.

☑ If you are licensed in both Iowa and another compact state and RESIDE in the other compact state, your Iowa nursing license will be administratively placed on inactive status immediately. Only one active license can be held by a licensee among the compact states.

☑ The compact does not supersede federal law. Therefore if you are employed in military service or work for the federal government, you may continue to hold a nursing license in any state you choose. If you are working as a nurse in a nongovernmental capacity, you are required to contact the state board of nursing in that state to determine if a nursing license is required.

☑ If you **move** from one compact state to another compact state and practice nursing, you must obtain a license in your **new** home state. However, you may continue to practice under the former home state license and the multistate licensure privilege in the new home state for a period not to exceed 30 days.

- a. The 30-days shall begin with the date of hire/employment in the new primary state of residence.
- b. If the licensee begins employment before changing primary state of residence, the 30-days begins upon the date that the licensee establishes the new primary state of residence.

For updates on compact information or a list of compact states go to: [www.ncsbn.org/nlc/index.asp](http://www.ncsbn.org/nlc/index.asp)

## VERIFICATION SYSTEM FOR EMPLOYERS

Facilities/employers can verify licenses using the last name and the last four digits of a Social Security Number. The employer logon license verification program is located at [www.state.ia.us/nursing](http://www.state.ia.us/nursing).

Access is restricted to entities that have applied to the Iowa Board of Nursing for secured access. The application form is available on-line at [www.state.ia.us/nursing](http://www.state.ia.us/nursing). Submit completed and signed form by mail, or fax it to (515) 281-4825. A login ID and a password for access to the system will be sent via email to approved employers.

What information will you receive?

1. Licensee Name
2. License Type
3. License Status
4. License effective and expiration dates
5. Current Disciplinary Action

Questions: Contact Lynn Linder, Operations Officer, (515) 281-5535.

## TELEPHONE VERIFICATION OF IOWA LICENSURE FOR NEW GRADUATES WHO PASS THE NCLEX® EXAMINATION

The Iowa Board of Nursing does not release NCLEX® examination pass/fail results by telephone or Internet. Candidates for licensure by examination are notified in writing of their test result. The Iowa Board of Nursing verifies Iowa licensure status through the automated telephone system on the first or second Wednesday afternoon following the test date if all the following have occurred:

- the candidate has applied for licensure in Iowa
- the candidate has passed the examination
- the NCLEX® result has been transmitted to the board by the test service

### Telephone Verification

To verify licensure in Iowa, call 515-281-3255 and press 2 for initial licensure by exam information, press 2 again for exam results information. Now you will be prompted to the automated verification system. Through the verification system you will either be notified that a license is active and provided an expiration date or the system will state "invalid selection" which means your exam results have not been processed or you did not pass the NCLEX exam. Pressing 1 transfers to the automated verification system. License numbers are not released.

Questions may be directed to 515-281-6488 or [newnurs@bon.state.ia.us](mailto:newnurs@bon.state.ia.us).

## LPN SUPERVISION IN LONG TERM CARE FACILITIES

In order for an LPN to supervise in an intermediate or skilled health care facility, the LPN **MUST** satisfactorily complete the board approved LPN Supervisory Course within six (6) months of employment in the supervisory role. The course is designed specifically for the supervision role in the long term care patient setting. A board approved nursing program or an approved provider of continuing education must provide the course.

The area community colleges offer courses. It is the responsibility of the licensed practical nurse to maintain his or her certificate documenting completion of the course.

A licensed practical nurse is entitled to supervise without the educational requirement outlined above if the licensed practical nurse was performing in a supervisory role on or before October 6, 1982. Verification is required.

If licensees are unable to obtain the course within the first six months of employment, the LPN must write to the Board explaining the reason a waiver of the LPN Supervisory Course is being requested.

Licensed practical nurses who are enrolled full-time in a registered nurse program are not exempt from the course. However, an LPN who is a full-time student in an RN program and/or who is scheduled to graduate within one year, may request a waiver by writing to the board office. The request for a waiver must state the number of credit hours to be taken each semester and include the student's expected date of graduation.

Individuals who do not graduate from the RN program as scheduled or who are not successful on the RN-NCLEX® must take the next available course.

## LICENSE RENEWAL . . . ONLINE

The Iowa Board of Nursing has made renewing licenses easier for many nurses in Iowa through online license renewal. Although many nurses are taking advantage of this service, there are still many more nurses who could benefit from it. There are many advantages to online renewal including:

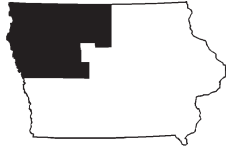
- ✓ It is easy. Just go to the website at: [www.state.ia.us/nursing](http://www.state.ia.us/nursing)
- ✓ All you need is your license number, social security number, date of birth, MasterCard, VISA or a debit card. Answer all the questions. Pay the \$104.00 fee, which includes a \$5.00 online convenience fee.
- ✓ It is fast. Once the online renewal process is complete your license is immediately renewed and will be mailed in three to five working days.
- ✓ It is convenient. You can renew on your computer at home, at midnight or on a holiday if you choose. If you do not have a computer at home, you could renew on the computer at your local library or at your work place.
- ✓ Your information is secured/masked to protect your privacy.
- ✓ Online renewal reduces errors. The system will not let you move forward until all questions are answered.
- ✓ Online renewal is available for RNs and LPNs only.

- ✓ Late online renewal is also available through the 15th of the month following the expiration date on the wallet card. Fee = \$154.00.

Please note that the Board does not mail renewal forms or notices to nurses whose licenses are due for renewal. We encourage all nurses to consider going online to apply for renewal. We think you will be surprised at how easy it is. (Renewal lists and information begin on page 25.)

# - CONTINUING EDUCATION OFFERINGS -

## REGION I NORTHWEST COUNTIES OF IOWA



Buena Vista, Calhoun, Carroll, Cherokee, Clay, Crawford, Dickinson, Emmet, Greene, Hancock, Humboldt, Ida, Kossuth, Lyon, Monona, O'Brien, Osceola, Palo Alto, Plymouth, Pocahontas, Sac, Sioux, Winnebago, Woodbury, Wright.

### ABBREVIATIONS

Spon: Sponsor                      Reg. by: Register by  
 Fac: Faculty                        TBA: To be announced  
 Aud: Audience                      NG: Not Given  
 MEC: Medical Education Collaborative

### November 10; 8:30 am-12 noon; Sioux City

**J.W. Graham, MD Memorial Lecture Series.** Spon: St. Luke's, SC. Contact: Joy Beaver, (712) 279-7966. Fac: Dr. Kevin Luidahl. Aud: Orthopedic RNs/LPNs/NPs. This program will focus on shoulder injuries and spine injuries and care to update nurses' knowledge in these specialized care arenas. Fee: \$30 (\$40 after Nov 2). Reg. by: Nov 2. CEUs: 0.3.

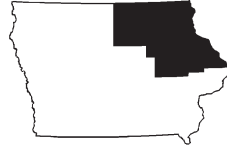
### November 16; 9 am-3:30 pm; Sioux City

**Caring for Our Elderly.** Spon: St. Luke's, SC. Contact: Joy Beaver, (712) 279-7966. Fac: Alberto Espay, MD, MSc. Aud: RNs/LPNs/NPs. This program will offer current information on a variety of topics of interest to nurses working in nursing care of the elderly. Fee: \$68 (\$78 after Nov 9). Reg. by: Nov 9. CEUs: 0.74.

### January 23; 8:30 am-3:45 pm; Sioux City

**34th Annual Perinatal Conference.** Spon: St. Luke's, SC. Contact: Joy Beaver, (712) 279-7966. Fac: Dr. Raul Banagale. Aud: NG. This annual conference is designed to provide information on a variety of topics of interest to physicians, nurses of Level I referring hospitals who provide perinatal care to mothers and newborns. Fee: \$75 (\$85 after Jan 11). Reg. by: Jan 11. CEUs: 0.72.

## REGION II NORTHEAST COUNTIES OF IOWA



Allamakee, Benton, Black Hawk, Bremer, Buchanan, Butler, Cerro Gordo, Chickasaw, Clayton, Delaware, Dubuque, Fayette, Floyd, Franklin, Howard, Jackson, Jones, Linn, Mitchell, Winneshiek, Worth.

### ABBREVIATIONS

Spon: Sponsor                      Reg. by: Register by  
 Fac: Faculty                        TBA: To be announced  
 Aud: Audience                      NG: Not Given  
 inc: includes/including          NR: Nonresident  
 HCC: Hawkeye Community College  
 KCC: Kirkwood Community College  
 MEC: Medical Education Collaborative  
 NEICC: Northeast Iowa Community College  
 NIACC: North Iowa Area Community College  
 RHEC: Regional Health Education Center

### November 1; 6-9 pm; Cedar Rapids

**Identify and Understanding Post Traumatic Stress Disorder.** Spon: KCC. Contact: Sandra Vanourny, (319) 398-5626. Fac: Heather Cochran, PhD. Aud: RNs/LPNs. To educate health professionals about post traumatic stress disorder. Fee: \$85. Reg. by: Oct 31. CEUs: 0.33.

### November 6; 8 am-4 pm; Cedar Rapids

**Accompanying the Dying - End of Life Care.** Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Leslie Gerdt, RN, MA, CHPN. Aud: RNs/LPNs. This seminar has been designed to not only answer the questions you have regarding death and dying, but to equip you with strategies and methods to assist in the end of life care that you provide to your patients. Fee: \$159. Reg. by: N/A. CEUs: 0.65.

### November 7; 6-9 pm; Cedar Rapids

**The Healthy Foot.** Spon: KCC. Contact: Sandra Vanourny, (319) 398-5626. Fac: David Hemmes, DPM. Aud: RNs/LPNs. Provide the medical professional with the knowledge to recognize common foot conditions, the diabetic at risk foot and appropriate treatment and prevention strategies. Fee: \$59. Reg. by: Nov 6. CEUs: 0.3.

### November 7; 8 am-4 pm; Dubuque

**Accompanying the Dying - End of Life Care.** Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Leslie Gerdt, RN, MA, CHPN. Aud: RNs/LPNs. This seminar has been designed to not only answer the questions you have regarding death and dying, but to equip you with strategies and methods to assist in the end of life care that you provide to your patients. Fee: \$159. Reg. by: N/A. CEUs: 0.65.

### November 8; 9 am-3 pm; Cedar Rapids

**Mindfulness: Strategies for a Healthier Life.** Spon: KCC. Contact: Sandra Vanourny, (319) 398-5626. Fac: Cheryl Hetherington, PhD. Aud: RNs/LPNs. To teach skills in active listening, meditation, and yoga that can be used in medical or private settings to help patients better cope with "busy virus," grief, pain, or illness. Fee: \$75. Reg. by: Nov 7. CEUs: 0.55.

### January 31; 8 am-4 pm; Cedar Rapids

**Forensic Nursing.** Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Maria Farmer, MSN, RN, SANE. Aud: RNs/LPNs. Attend this one-day event to develop effective new strategies to care for victims of trauma and violence. Fee: \$149. Reg. by: N/A. CEUs: 0.63.

## REGION III SOUTHWEST COUNTIES OF IOWA



Adair, Adams, Audubon, Cass, Clarke, Decatur, Fremont, Guthrie, Harrison, Lucas, Madison, Mills, Montgomery, Page, Pottawattamie, Ringgold, Shelby, Taylor, Union, Warren, Wayne.

### ABBREVIATIONS

Spon: Sponsor                      Reg. by: Register by  
 Fac: Faculty                        TBA: To be announced  
 Aud: Audience                      NG: Not Given  
 inc: includes/including          NR: Nonresident  
 MEC: Medical Education Collaborative  
 IWCC: Iowa Western Community College

### November 2; 9 am-4 pm; Council Bluffs

**Bipolar Disorder and Attention Deficit Hyperactivity Disorder.** Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Pat Hardt, MPN, ARPN, BC. Aud: RNs/LPNs. Focus on etiology, treatment and outcomes for Bipolar Disorder and ADHD. Fee: \$70 (inc tuition, handouts and lunch). Reg. by: Oct 31. CEUs: 0.65.

### November 6; 10 am-4:30 pm; Emmetsburg

**"What's the Problem?" - Stress.** Spon: ILCC. Contact: R. Coleman, (712) 852-5227. Fac: John Mulvaney, MS Ed. Aud: RNs/LPNs. High energy, popular workshop on stress and time management. Fee: \$75 (inc lunch, handouts, certificate of completion and tuition). Reg. by: Oct 23. CEUs: 0.6.

### November 8; 9 am-12:15 pm; Council Bluffs

**Using Your Equipment to Protect Your Patients.** Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Mary Lou Padrnos, BS, RT. Aud: RNs/LPNs. Understand how to protect patients receiving X-rays. Fee: \$35. Reg. by: Nov 6. CEUs: 0.35.

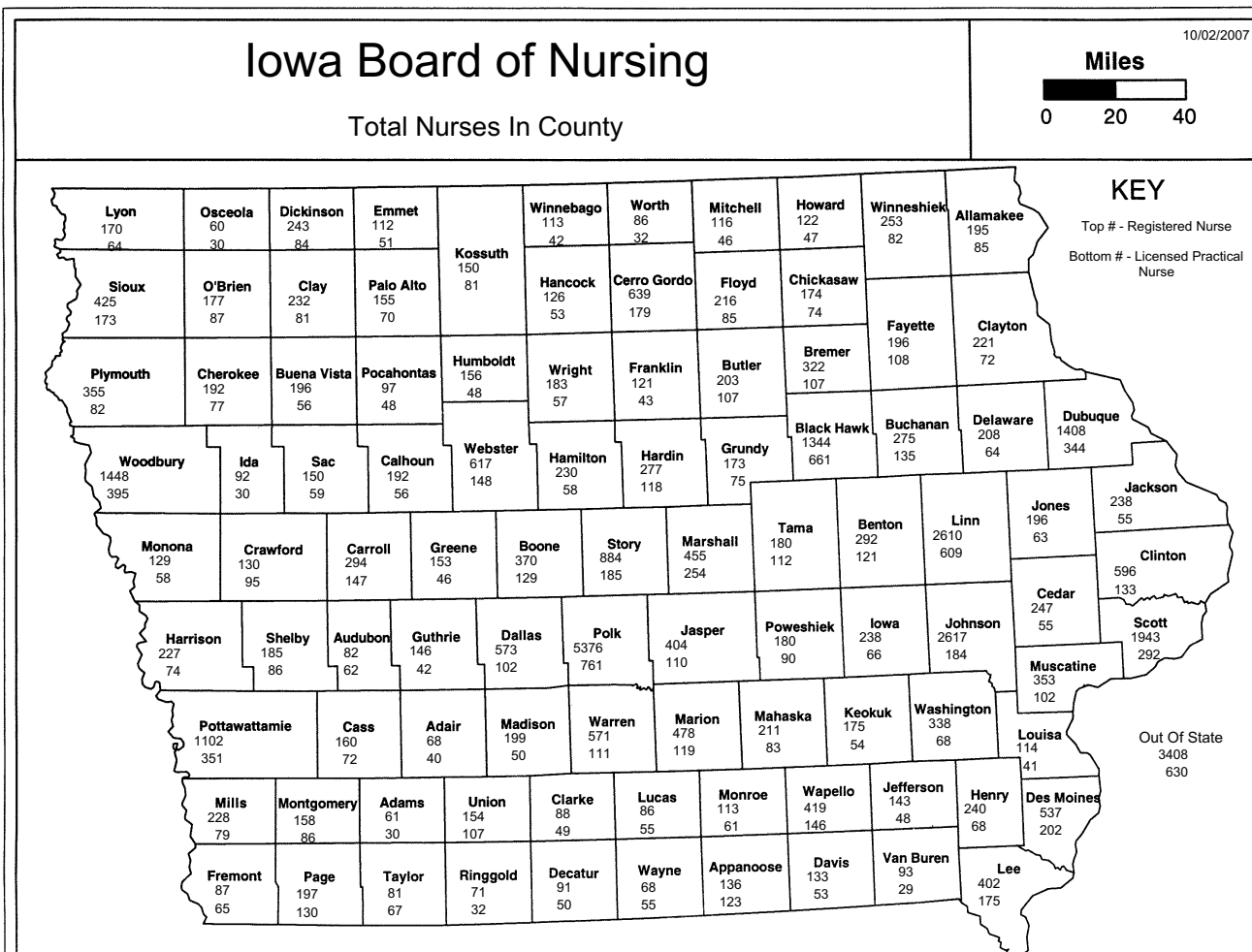
### November 13; 9 am-3:30 pm; Emmetsburg

**Change Your Life by Changing Your Mind.** Spon: ILCC. Contact: R. Coleman, (712) 852-5227. Fac: Kim Weaver, CH, LBSW. Aud: RNs/LPNs. Stress reduction and self-hypnosis. Fee: \$75 (inc lunch, handouts and certificate of completion). Reg. by: Oct 30. CEUs: 0.5.

### November 15; 9 am-4 pm; Council Bluffs

**Successfully Managing and Supervising Staff and Pain Management Beyond Medication.** Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Sue Newell, MA. Aud: RNs/LPNs. Learn how to manage and supervise and explore a variety of "non-drug" pain management tech-

*Continued on page 13*



## — CONTINUING EDUCATION OFFERINGS —

### REGION 3 *Continued from page 12*

niques. Fee: \$70 (inc tuition, handouts and lunch). Reg. by: Nov 13. CEUs: 0.65.

#### November 29; 6-9 pm; Estherville

**Child and Dependent Adult Abuse.** Spon: ILCC. Contact: R. Coleman, (712) 852-5227. Fac: Stacie Inman. Aud: RNs/LPNs. Live presentation on abuse for mandatory reporters. Question and answer session. Fee: \$40 (inc evening meal, tuition, handouts and certificate of completion). Reg. by: Nov 15. CEUs: 0.2.

#### November 30; 9 am-4 pm; Council Bluffs

**Taking Control of Anxiety and Depression.** Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Pat Salvo-Lawrence, MS, LMHC, LMHP. Aud: RNs/LPNs. Learn about and gain an understanding of anxiety and depression. Fee: \$70 (inc tuition, handouts and lunch). Reg. by: Nov 28. CEUs: 0.65.

#### December 5; 9 am-4 pm; Council Bluffs

**Helping the Elderly Find Meaning and Purpose.** Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Amy Hanson, PhD. Aud: RNs/LPNs. Better understand the psychological needs of aging clients and how to effectively help them. Fee: \$70 (inc tuition, handouts and lunch). Reg. by: Dec 3. CEUs: 0.65.

#### December 11; 9 am-4 pm; Council Bluffs

**"Think Outside the Box" Creative Problem-Solving in Healthcare.** Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Carol Horner, BA. Aud: RNs/LPNs. Learn problem-solving techniques and processes to solve problems creatively and effectively. Fee: \$70 (inc tuition, handouts and lunch). Reg. by: Dec 7. CEUs: 0.65.

#### January 5 (begin date); 8 am-2 pm; Council Bluffs

**Professional Medical Coding.** Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Julie Leu, CPC. Aud: RNs/LPNs. Training to become a professional medical coder in a class that meets on Saturdays through May 3. Fee: \$1800. Reg. by: Dec 17. CEUs: 10.0.

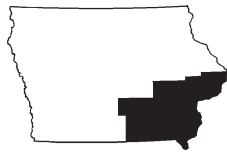
#### January 18; 9 am-4 pm; Council Bluffs

**Succeeding as a Healthcare Supervisor.** Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: John Mulvaney, MS. Aud: RNs/LPNs. Provides ideas and techniques to become a better supervisor. Fee: \$70 (inc tuition, handouts and lunch). Reg. by: Jan 16. CEUs: 0.65.

#### January 30; 9 am-4 pm; Council Bluffs

**Working With and Handling Difficult People.** Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Carol Horner, BA. Aud: RNs/LPNs. Learn to better work with and handle difficult patients, clients and co-workers. Fee: NG. Reg. by: NG. CEUs: TBA.

### REGION IV SOUTHEAST COUNTIES OF IOWA



Appanoose, Cedar, Clinton, Davis, Des Moines, Henry, Iowa, Jefferson, Johnson, Keokuk, Lee, Louisa, Mahaska, Marion, Monroe, Muscatine, Scott, Van Buren, Wapello, Washington.

#### ABBREVIATIONS

Spon:	Sponsor	Reg. by:	Register by
Fac:	Faculty	TBA:	To be announced
Aud:	Audience	NG:	Not Given
inc:	includes/including	NR:	Nonresident
KCC:	Kirkwood Community College		
MEC:	Medical Education Collaborative		
UIHC:	University of Iowa Hospital and Clinics		

#### November 1; 8:25 am-4:15 pm; Iowa City

**2007 Update for Nurses.** Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: Univ of IA Hosps and Clinics staff. Aud: RNs. To provide concise information on current clinical treatments, procedures, diagnostic modalities or nursing interventions available at the UI Hosps and Clinics to enhance quality in health care. Fee: TBA. Reg. by: Oct 10. CEUs: 0.72.

#### November 2; 7:30 am-4:45 pm; Davenport

**Recognizing the Specialty of Medical-Surgical Nursing.** Spon: Genesis. Contact: Anne Pauly, (563) 421-2282. Fac: Doris Greggs-McQuilkin, RN, BSN, MA. Aud: RNs/LPNs/ARNPs. To highlight the clinical specialty of medical-surgical nursing by presenting topics pertinent to the care of hospitalized medical-surgical patients. Fee: \$99. Reg. by: Oct 26. CEUs: 0.87.

#### November 7; 8 am-3:40 pm; Iowa City

**2007 Medical Psychiatry Conference.** Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: Univ of IA Hosps and Clinics staff. Aud: RNs. To provide information and discussion on current trends in the care of

patients with dual medical and psychiatric diagnosis. Fee: TBA. Reg. by: Oct 17. CEUs: 0.7.

#### November 8; 9 am-4 pm; Iowa City

**Basic Fetal Monitoring.** Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: Linda Myers, RN, MSN, Adv Practice Nurse, L&D, Dept of Nsg, Univ of IA Hosps and Clinics. Aud: RNs working in obstetrics. To provide basic information on methods of fetal monitoring, recognition of changes/interventions to assist in the management of patients, and documentation issues. Fee: TBA. Reg. by: Oct 18. CEUs: 0.65.

#### November 8 and 9; 8 am-4 pm; Iowa City

**18th Annual Long Term Care Conference.** Spon: Univ of IA Col of Nsg. Contact: Kay Geguzis, (319) 335-7108. Fac: Linda L. Buettner, PhD, CTRS. Aud: RNs/LPNs. To explore and transform the current culture in caring for older adults that is person-centered and committed to providing quality-of-life enrichment for older adults, their families, and professional caregivers. Fee: \$85 for Nov 8; \$95 for Nov 9; \$160 for both days. Reg. by: Nov 1. CEUs: NG.

#### November 15 and 16; Iowa City

**Time: November 15: 8 am-4 pm;**

**November 16: 8 am-2:45 pm**

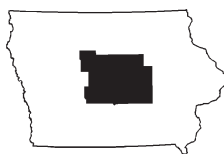
**Fundamentals of Chemotherapy and the Patient Experience.** Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: Univ of IA Hosps and Clinics staff. Aud: RNs providing chemotherapy. This two-day program is designed to enhance the nurse's understanding of chemotherapy and care of patients receiving chemotherapy. Fee: TBA. Reg. by: Oct 25. CEUs: 1.35.

#### December 6 and 7; 9 am-5 pm; Iowa City

**N.E.S.T. Approach: An Interdisciplinary Program for Dementia Management.** Spon: Univ of IA Col of Nsg. Contact: Kay Geguzis, (319) 335-7108. Fac: Suzanne Fitzsimmons, ARNP, MS. Aud: RNs/LPNs who work with clients with dementia. The workshop is designed for and addresses clinical skills and competencies for health care professionals working with older adults with dementia and various disturbing behaviors. Fee: \$150. Reg. by: None. CEUs: NG.

## – CONTINUING EDUCATION OFFERINGS –

### REGION V CENTRAL COUNTIES OF IOWA



**Boone, Dallas, Grundy, Hamilton, Hardin, Jasper, Marshall, Polk, Poweshiek, Story, Tama, Webster.**

#### ABBREVIATIONS

Spon:	Sponsor	Reg. by:	Register by
Fac:	Faculty	TBA:	To be announced
Aud:	Audience	NG:	Not Given
inc:	includes/including	NR:	Nonresident
HCC:	Hawkeye Community College		
INA:	Iowa Nurses' Association		
MEC:	Medical Education Collaborative		
UIHC:	University of Iowa Hospital and Clinics		

#### November 2; 7:45 am-4:30 pm; Des Moines

**Diabetes Potpourri.** Spon: Iowa Health. Contact: Sue Freeman, (515) 241-5075. Fac: Ann Albright, PhD, RD. Aud: Cert Diab Educators, Nurses. To equip healthcare providers with advanced concepts in diabetes prevention and management. Fee: \$50. Reg. by: Oct 29. CEUs: 0.6.

#### November 5; 8 am-4 pm; Des Moines

**Accompanying the Dying – End of Life Care.** Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Leslie Gerdt, RN, MA, CHPN. Aud: RNs/LPNs. This seminar has been designed to not only answer the questions you have regarding death and dying, but to equip you with strategies and methods to assist in the end of life care that you provide to your patients. Fee: \$159. Reg. by: N/A. CEUs: 0.65.

#### November 6; 9 am-4:30 pm; Des Moines

##### Repeated: December 15; 9 am-4:30 pm; Des Moines

**Reiki Level 1 – Natural Healing Workshop.** Spon: DMACC. Contact: Deb Elliott, (515) 277-2126, ext 102. Fac: Deb Elliott, RN, BSN, LMT, Owner/Dir, Col of Massage and the Healing Arts Cntr. Aud: RNs/LPNs. Reduce the potential for your burn-out while enhancing patient healing using this energy-based healing system (alone or as a complement to other methods) for wellness on all levels: physical, emotional, mental, and spirit. Fee: \$175 with early reg. Reg. by: One week prior to class or add \$25 for late reg. CEUs: 0.6.

#### November 11; 12 noon-6:30 pm; Des Moines

##### Repeated: December 15; 12 noon-6:30 pm; Des Moines

**Reiki Level 2 – Natural Healing Workshop.** Spon: DMACC. Contact: Deb Elliott, (515) 277-2126, ext 102. Fac: Deb Elliott, RN, BSN, LMT, Owner/Dir, Col of Massage and the Healing Arts Cntr. Aud: RNs/LPNs. Expand and enhance your use of Reiki, an energy-based natural healing method, to support healing on all levels (physical, emotional, mental, and spirit) for those in your presence and for use in distant healing work. Fee: \$275 with early reg. Reg. by: One week prior to class or add \$25 for late reg. CEUs: 0.6.

#### November 15; 7:45 am-4 pm; Des Moines

##### Care Management of the Adult Patient with Diabetes.

Spon: Mercy Diabetes Inst. Contact: Mercy Nurse, (515) 643-8668. Fac: Rosemary Ambroson, RN, BAN, CDE. Aud: RNs/LPNs/Nurse Practitioners. To provide health care providers with the skills and concepts necessary to manage the comprehensive care of the adult patient with diabetes. Inpatient and outpatient concepts are discussed. Fee: Free for employees of Mercy Med Cntr and affiliates; \$50 for others. Reg. by: Nov 5. CEUs: 0.8.

#### January 8, 9 and 10; 8 am-4:30 pm; Des Moines

**Pain Preceptor Program.** Spon: Mercy Med Cntr. Contact: LuAnn Lang, (515) 643-4082. Fac: Joan Beard, RN, MSN, Prog Dir. Aud: RNs/LPNs. To provide healthcare providers extensive education on various aspects of pain management through didactic and clinical experiences. Fee: \$450. Reg. by: Dec 5. CEUs: 2.25.

#### January 17; 7:45 am-4 pm; Des Moines

##### Care Management of the Adult Patient with Diabetes.

Spon: Mercy Diabetes Inst. Contact: Mercy Nurse, (515) 643-8668. Fac: Rosemary Ambroson, RN, BAN, CDE. Aud: RNs/LPNs/Nurse Practitioners. To provide health care providers with the skills and concepts necessary to manage the comprehensive care of the adult patient with diabetes. Inpatient and outpatient concepts are discussed. Fee: Free for employees of Mercy Med Cntr and affiliates; \$50 for others. Reg. by: Jan 7. CEUs: 0.8.

#### January 30; 8 am-4 pm; Des Moines

**Forensic Nursing.** Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Maria Farmer, MSN, RN, SANE. Aud: RNs/LPNs. Attend this one-day event to develop effective new strategies to care for victims of trauma and violence. Fee: \$149. Reg. by: N/A. CEUs: 0.63.

### OUT OF STATE PROGRAMS

All programs listed in this section are covered by Iowa approved provider numbers even though they are held outside of Iowa.

#### ABBREVIATIONS

Spon:	Sponsor	Reg. by:	Register by
Fac:	Faculty	TBA:	To be announced
Aud:	Audience		
inc:	includes/including		
RCC:	Rochester Community College		



## – CONTINUING EDUCATION OFFERINGS –

### HOME STUDY PROGRAMS

There is no limitation on the amount of home study which can be obtained for renewal; the entire 36 contact hours can be obtained by this mechanism.

**The CE Solutions Group**  
501 Sycamore Street Suite 505  
Waterloo, Iowa 50703  
Contact: Linda L. Fisk  
Phone: (319) 287-4022 or  
Toll-free: (866) 650-3400  
Email: [info@cesolutionsgroup.com](mailto:info@cesolutionsgroup.com)  
(Iowa Provider Number 335)

These activities are approved by the Alabama Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation, Provider #05-99.0. Our independent studies and online courses are fun and fast! Call us today, and we'll ship your order today (M-F), Guaranteed! Order by phone, by mail, and SAVE MONEY by ordering ONLINE at <http://www.healthce.com>. New courses added monthly. Over 130 courses available online. MasterCard, VISA, Discovery and personal checks accepted. Call us today for significant online group discounts for your organization's continuing education needs. The CE Solutions Group courses are also available at Eastern Iowa Community College, Hawkeye Community College, Iowa Lakes Community College, Northeast Iowa Community College, Northwest Iowa Community College, Southwestern Community College, and Western Iowa Technical Community College.

#### About Autoimmune Disorders.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs/ARNPs. Health care professionals will increase their understanding of a variety of common autoimmune disorders including skills needed for patient care. Fee: booklet, \$49.95 (inc postage); online, \$40. CEUs: 0.5. ANCC: 4.

#### About Complex Regional Pain Syndrome.

Fac: Linda L. Fisk, RN, BS, Master's Candidate. Aud: RNs/LPNs/ARNPs. Health care professionals will better understand complex regional pain syndrome. Fee: booklet, \$15 (inc postage). Fee: \$12. CEUs: 0.18. ANCC: 1.5.

#### Basic First Aid.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care personnel will learn the techniques of basic first aid. Fee:

booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3. ANCC: 2.5.

#### Basics of the Immune System.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. The nurse will discuss how the immune system works as well as how the immune system is altered by the aging process. Fee: booklet, \$129.95 (inc postage); online, \$91. CEUs: 1.3. ANCC: 10.5.

#### Bloodborne Pathogens.

Fac: Mary McGeough, BSN. Aud: RNs/LPNs/ARNPs in direct care. To increase awareness of prevention, transmission, and exposure to blood-borne pathogens. Fee: booklet, \$19.95 (inc postage); online, \$16.95. CEUs: 0.2. ANCC: 1.5.

#### Care Planning for the Cognitively Impaired Resident in the Dining Room.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. To recognize the comprehensive picture of the effects of dementia on nutritional status, inc easy assessment form and interventions. Fee: booklet, \$94.95 (inc postage); online, \$66.50. CEUs: 0.95. ANCC: 8.

#### Caring for the Patient with Fibromyalgia Syndrome (Revised).

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs. To discuss the incidence, symptomology and common treatments for patients with Fibromyalgia. Fee: booklet, \$49.95 (inc postage); online, \$40. CEUs: 0.5. ANCC: 4.

#### Caring for the Stroke Patient (Revised).

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. The nurse will better understand the pathophysiology of the stroke patient and nursing care/interventions to prevent complications and enhance healing and rehabilitation. Fee: booklet, \$49.95 (inc postage); online, \$40. CEUs: 0.5. ANCC: 4.

#### CCDI (Chronic Confusion or Dementing Illness).

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. All staff working in the LTC setting will increase their knowledge and skills in caring for persons diagnosed with chronic confusion or dementing illness. This self-study meets the training requirements for staff working in a CCDI unit or facility. Fee: booklet, \$59.95 (inc postage); group discounts for packets of 10 or more. Online fee: \$56 (online group discounts available). CEUs: 0.7. ANCC: 5.5.

#### Child Abuse for Mandatory Reporters.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. (Approved by the Abuse Education Review Panel.) To meet the Mandatory Reporters' requirements for child abuse education by reviewing and updating information on incidence, indications, treatment options and legal implications. Fee: booklet, \$19.95 (inc postage); group discounts for packets of 10 or more. Online fee: \$16 (online group discounts available). CEUs: 0.2. ANCC: 1.5.

#### Child and Dependent Adult Abuse for Mandatory Reporters.

Fac: Linda Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. (Approved by the Abuse Education Review Panel.) A combined program intended to meet the Mandatory Reporter's requirements for child and dependent adult abuse education by reviewing and updating information on incidence, indications, treatment options and legal implications. Fee: booklet, \$19.95 (inc postage); group discounts for packets of 10

or more. Online fee: \$16 (online group discounts available). CEUs: 0.2. ANCC: 1.5.

#### Complications of Diabetes Mellitus.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs. To enhance the participants' understanding of complications that may affect the diabetic patient, primarily: diabetic retinopathy, diabetic neuropathy, diabetic nephropathy, and cardiovascular disease. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3. ANCC: 2.5.

#### Coronary Artery Disease.

Based on the book *Coronary Artery Disease: An Incredibly Easy Miniguide*, published by Springhouse Corporation. Aud: RNs/LPNs/ARNPs. To meet the challenges of caring for a patient with CAD by understanding the disease process. Fee: \$64.95 (inc book and postage); online, \$41.95 (nurse responsible for purchasing book). CEUs: 1.2. ANCC: 10.

#### Dealing with Difficult People.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs/ARNPs. Health care professionals will learn how to work with difficult people, recognize problem "types," and manage everyday stress associated with dealing with people. Fee: \$19.95 (inc postage); online, \$16. CEUs: 0.2. ANCC: 1.5.

#### Dependent Adult Abuse for Mandatory Reporters.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. (Approved by the Abuse Education Review Panel.) To meet the Mandatory Reporters' requirements for dependent adult abuse education by reviewing and updating information on incidence, indications, treatment options and legal implications. Fee: booklet, \$19.95 (inc postage); group discounts for packets of 10 or more. Online fee: \$16 (online group discounts available). CEUs: 0.2. ANCC: 1.5.

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## – CONTINUING EDUCATION OFFERINGS –

### THE CE SOLUTIONS GROUP *Continued from page 16*

#### Depression in Children and Adolescents.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Participants will increase their understanding of the characteristics of depression in children and adolescents and what therapies are appropriate in treating it. Fee: booklet, \$34.95 (inc postage); online, \$31.95. CEUs: 0.35. ANCC: 3.

#### Diabetes and Nutrition for the Health Professional.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. The nurse will discuss changes in diabetic diet, drugs, life cycle, and specific problems found in health care facilities. Fee: booklet, \$139.95 (inc postage); online, \$98. CEUs: 1.4. ANCC: 11.5.

#### Diabetes Mellitus: A Guide for Healthcare Professionals.

Based on the book *ADA Complete Guide to Diabetes*, 3rd Ed, by the American Diabetes Association. Aud: RNs/LPNs/ARNPs. To update the nurse on the best current information about diabetes mellitus and the variety of treatment possibilities in order to support the nurse's role working with patients and clients. Fee: \$89.95 (inc book and postage). Online fee: \$79.95 (nurse responsible for purchasing book). CEUs: 2.4. ANCC: 20.

#### Domestic Violence.

Fac: Julia Kaasa-Pitzen, MS Psychology. Aud: RNs/LPNs/ARNPs. To enhance the learner's understanding of family violence, causes, physical, psychological and behavioral indicators; and family violence prevention. Fee: booklet, \$34.95 (inc postage); online, \$24.95. CEUs: 0.35. ANCC: 3.

#### Drug Errors in the Elderly.

Fac: Annette Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. To discuss the risks that can accompany prescription drug use in the elderly. Fee: booklet, \$34.95 (inc postage); online, \$24.50. CEUs: 0.35. ANCC: 3.

#### Drug Use in LTC and Effects on Nutrition and Health Status.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud:

RNs/LPNs/ARNPs. Drugs and their serious side effects are the major reason for hospitalization in the elderly; course inc drug interactions, their impact on nutrition and health status and appropriate interventions are discussed. Fee: booklet, \$119.95 (inc postage); online, \$84. CEUs: 1.2. ANCC: 10.

#### Drugs and the Elderly (Revised).

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs/ARNPs. Nurses working with older adults will review and update their knowledge of medications commonly prescribed for the elderly and potential related problems. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3. ANCC: 2.5.

#### EKGs Made Easy.

Based on the book *EKG in a Heartbeat*, by Karen M. Ellis. Aud: RNs/LPNs/ARNPs. To provide a succinct resource for analyzing EKGs; not intended as an elementary text on EKGs, it assumes a basic understanding of EKG principles; however, for those who desire review, update, and support related to EKG, this course is for you! Fee: \$39.95 (inc book and postage); online, \$19.95 (nurse responsible for purchasing book). CEUs: 0.4. ANCC: 3.

#### End of Life Care and Pain Management.

Fac: Brooke Gritzner, RN. Aud: RNs/LPNs/ARNPs. End of life care is an important, but sometimes neglected, part of the health care continuum; end of life care focuses on the needs of patients as well as needs of family and friends; this course will help the health care professional better understand how to provide quality care at the end of life. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3. ANCC: 2.5.

#### Ethical Principles in Nursing.

Fac: Linda Terry Godson, MA, RN. Aud: RNs/LPNs/ARNPs. To enhance the nurse's ability to utilize ethical principles in nursing practice. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3. ANCC: 2.5.

#### The Expert Physical Examination.

Based on the book *Expert 10-Minute Physical Examinations*, by Mosby, a Times Mirror Company. Aud: RNs/LPNs. To enhance nursing physical examination skills. Fee: \$74.95

(inc postage); online, \$32.95 (nurse responsible for purchasing book). CEUs: 1.5. ANCC: 12.5.

#### Fluid and Electrolyte Balance in the Elderly.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. To increase understanding of fluid needs of the elderly. Fee: booklet, \$34.95 (inc postage); online, \$24.50. CEUs: 0.35. ANCC: 3.

#### Food Safety (Part I): Keeping the Lid on Sanitation.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs, especially facility infection control nurses, DONs, and supervisory personnel. To increase understanding of foodborne illnesses in the health care setting. Fee: booklet, \$119.95 (inc postage); online, \$84. CEUs: 1.2. ANCC: 10.

#### Food Safety (Part II): Clinical and Food Protection Aspects.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs, especially for Infection Control nurses, DONs, and supervisory personnel. To better understand the HACCP system for food safety in health care facilities. Fee: booklet, \$119.95 (inc postage); online, \$84. CEUs: 1.2. ANCC: 10.

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## – CONTINUING EDUCATION OFFERINGS –

### THE CE SOLUTIONS GROUP *Continued from page 17*

#### **Headache: In Adults and Children.**

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs. To better understand the types of headaches in both the adult and child client, what may trigger a certain type of headache, and treatment options. Fee: booklet, \$39.95 (inc postage); online, \$32. CEUs: 0.4. ANCC: 3.

#### **Hydration: Maintenance, Dehydration, Lab Values and Clinical Alterations.**

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. To focus on hydration assessment, care planning and lab and clinical evaluation, inc fluids, electrolytes, acid-base balance, minerals and solutions to hydration concerns. Fee: booklet, \$139.95 (inc postage); online, \$98. CEUs: 1.4. ANCC: 11.5.

#### **Impact of Cardiovascular Drugs and Effects on Nutrition and Health Status.**

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. Discusses the effects of digoxin and other cardiac drugs on health status in LTC, inc information on food-drug interactions for cardiac drugs. Fee: booklet, \$104.95 (inc postage); online, \$73.50. CEUs: 1.05. ANCC: 8.

#### **Impact of Psychotropic Drugs on Health and Nutritional Status.**

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. Sixty percent of residents have cognitive or mental status problems; this course will examine psychotropic drugs and their impact on health and nutritional status. Fee: booklet, \$179.95 (inc postage); online, \$126. CEUs: 1.8. ANCC: 15.

#### **Infection Control.**

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care professionals will review and gain knowledge of current infection control procedures including handwashing, use of protective equipment, disposal of contaminated materials, and disinfecting environmental surfaces. Fee: book-

let, \$19.95 (inc postage); group discounts available. Online fee: \$16 (online group discounts available). CEUs: 0.2. ANCC: 1.5.

#### **Managing Urinary Incontinence in the Elderly.**

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. To review and update nurses' skills for managing urinary incontinence, primarily in the long term care setting. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3. ANCC: 2.5.

#### **Mechanisms of Weight Loss and Anorexia with Chronic Disease.**

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. The nurse will discuss the mechanisms associated with weight loss and anorexia in chronic disease. Fee: booklet, \$119.95 (inc postage); online, \$84. CEUs: 1.2. ANCC: 10.

#### **Medical Errors with Drugs and Nutrition.**

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. The nurse will explore drug-nutrient interactions in the elderly. Fee: booklet, \$34.95 (inc postage); online, \$24.50. CEUs: 0.35. ANCC: 3.

#### **Multiple Sclerosis: The Nursing Perspective.**

Based on the book *Multiple Sclerosis: The Nursing Perspective*, by Rosalind Kalb, PhD. Aud: RNs/LPNs/ARNPs. To provide an overview of MS and its treatment, with an emphasis on the unique role of the nurse in the treatment process. Fee: \$49.95 (inc book and postage); online, \$40. CEUs: 0.5. ANCC: 4.

#### **A Nurse's Guide to Legal Issues.**

Based on the book *Nurse's Legal Handbook*, 5th Ed, published by Lippincott, Williams & Wilkins. Aud: RNs/LPNs/ARNPs. To learn the appropriate responses to current legal issues and decrease the risk of liability in the practice of nursing. Fee: \$89.95 (inc book); online, \$49.95 (nurse responsible for purchasing book). CEUs: 2.4. ANCC: 20.

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## – CONTINUING EDUCATION OFFERINGS –

### THE CE SOLUTIONS GROUP *Continued from page 18*

#### **Nursing Documentation.**

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Nurses will gain knowledge and skills related to the documentation of information in the patient's medical record. Fee: booklet, \$19.95 (inc postage); online, \$16. CEUs: 0.2. ANCC: 1.5.

#### **Nutrition Aspects of Chronic Disease.**

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. The nurse will explore the impact of immune and inflammatory processes on specific diseases, inc diabetes, heart disease, and COPD. Fee: booklet, \$109.95 (inc postage); online, \$84. CEUs: 1.2. ANCC: 10.

#### **Nutrition Assessment: Laboratory Values.**

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. To focus on clinical assessment, physiological stress, protein labs, malnutrition and hematological labs. Fee: booklet, \$119.95 (inc postage); online, \$84. CEUs: 1.2. ANCC: 10.

#### **Nutrition/Hydration and the Elderly Patient.**

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care professionals will increase their understanding of the nutrition and hydration needs of the elderly patient. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3. ANCC: 2.5.

#### **Nutrition in Long Term Care.**

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. To increase the knowledge and skills of those working in long-term care facilities toward improving the nutritional care of the elderly and other residents. Fee: booklet, \$239.95 (inc postage); online, \$168. CEUs: 2.4. ANCC: 20.

#### **Pneumonia.**

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care professionals will review and update their understanding of pneumonia as well as the care and treatment of patients with the disease. Fee: booklet, \$19.95 (inc postage); online, \$16. CEUs: 0.2. ANCC: 1.5.

#### **Preventing Medical Errors.**

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs/ARNPs. To provide the participant with insights and skills for preventing medical errors. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3. ANCC: 2.5.

#### **Prevention of Weight Loss in the Elderly – 2004 and Beyond.**

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. Learn strategies to prevent weight loss in the elderly; indications addressed for weight loss, pressure sores and dehydration. Fee: booklet, \$249.95 (inc postage); online, \$175. CEUs: 2.5. ANCC: 20.5.

#### **Recognizing and Responding to Terrorism Events: Biological, Chemical and Radiological.**

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. To enhance the participant's knowledge of potential biological, chemical, and radiological terrorism agents, signs and symptoms, and reporting procedures should an event occur or be suspected. Fee: booklet, \$49.95 (inc postage); online, \$40. CEUs: 0.5. ANCC: 4.

#### **Sarcopenia: An Age Old Problem (Parts I and II).**

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs, especially in rehab. To increase understanding of age related disability and how exercise and nutrition can help preserve muscle function in the elderly. Fee: booklet, \$69.95 (inc postage); online, \$49. CEUs: 0.7. ANCC: 5.5.

#### **Science Fiction or Reality? Pharmacogenomics.**

Fac: Linda Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. To explore the inherited variations in genes that dictate drug response and the way these variations can be used to predict whether a patient will have a good response to a drug, a bad response to a drug, or no response at all. Fee: booklet, \$19.95 (inc postage); online, \$16. CEUs: 0.2. ANCC: 1.5.

#### **The Softer Side of Dining in LTC.**

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. The nurse will explore social, emotional,

cultural, and choice as part of dining excellence; the role of the feeding assistant and all-staff dining program is also discussed. Fee: booklet, \$94.95 (inc postage); online, \$66.50. CEUs: 0.95. ANCC: 8.

#### **Stem Cell Research and Ethical Considerations.**

Fac: Linda Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. To enhance the participant's knowledge of the science, ethics and regulatory mechanisms involved in stem cell research. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3. ANCC: 2.5.

#### **Supervising in Today's Healthcare Organizations.**

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care professionals will gain the knowledge and skills needed to successfully manage and supervise people working in a health care facility. Fee: booklet, \$79.95 (inc postage); online, \$64. CEUs: 0.8. ANCC: 6.5.

#### **Understanding and Supporting Grieving Children.**

Fac: Jaymee Glenn-Burns, BS, MDiv, MA. Aud: RNs/LPNs/ARNPs. To present information that will help caregivers better understand and support grieving children. Fee: booklet, \$19.95 (inc postage); online, \$16. CEUs: 0.2. ANCC: 1.5.

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## – CONTINUING EDUCATION OFFERINGS –

### THE CE SOLUTIONS GROUP *Continued from page 18*

#### **Understanding Asthma.**

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs. To enhance the nurse's knowledge of asthma in the child and adult (w/section inc for the asthmatic child at school). Fee: \$49.95 (inc postage); online, \$40. CEUs: 0.5. ANCC: 4.

#### **Understanding Heart Failure.**

Based on the book *Heart Failure, an Incredibly Easy Miniguide*, by staff at Springhouse Corporation. Aud: RNs/LPNs/ARNPs. Provides basic understanding of CHF as well as prevention assessment, and treatment, including complications and patient teaching. Fee: \$64.95 (inc book and postage); online, \$41.95 (nurse responsible for purchasing book). CEUs: 1.2. ANCC: 10.

#### **Understanding Parkinson's Disease (Revised).**

Fac: Linda Terry Godson, MA, RN. Aud: RNs/LPNs. To review and update the nurse about Parkinson's Disease. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3. ANCC: 2.5.

#### **Urologic and Kidney Diseases.**

Fac: Linda Fisk, RN, BS. Aud: RNs/LPNs. To enhance the participant's knowledge of the urinary system and diseases that can affect that system. Fee: booklet, \$49.95 (inc postage); online, \$40. CEUs: 0.5. ANCC: 5.

#### **Using Laboratory Values to Determine Hydration Status.**

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud:

RNs/LPNs/ARNPs. To enhance the participant's knowledge of laboratory values related to hydration status of the elderly individual. Fee: booklet, \$34.95 (inc postage); online, \$24.50. CEUs: 0.35. ANCC: 3.

#### **When a Child Dies: Scott's Story.**

Fac: Connie Harmsen, RN. Aud: RNs/LPNs. The nurse will better understand the grieving process as it relates to the child, teenager, and adult. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3. ANCC: 2.5.

#### **Consultants for the Future**

**4302 Kipling Avenue**

**Plant City, Florida 33566**

**Phone: Linda S. Greenfield**

**1-800-654-2387**

**FAX: 1-813-754-4499**

**web: www.consultantsforthefuture.com**

**(Iowa Provider Number 61)**

**Courses may be ordered by phone or mail or downloaded from the website. MasterCard or VISA accepted. Add \$4.00 postage and handling per order. Discounts for large orders.**

#### **Alzheimer's Disease and Dementia Related Disorders.**

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Provides ways to approach problem areas in direct care of those with Alzheimer's disease or related dementias with extensive suggestions for effective communication. Fee: \$10 online; \$12 in hard copy + \$4 postage. CEUs: 0.2.

#### **Bittersweet: A Study of Diabetes Mellitus.**

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. This course presents the latest research, as well as the basic concepts of diabetes mellitus and can offer you an introduction, a review or an update on the disease process. Fee: \$30. CEUs: 0.5.

#### **Brain Game: Things to Know When Using Drugs Which Change Moods and Behaviors in Elderly Patients.**

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Psychotropic drug therapy is studied in detail, emphasizing effects on neurotransmitters, reasons for side effects, need for close monitoring, and interactions possible. Fee: \$18. CEUs: 0.3.

#### **Care of the Alzheimer's Patient.**

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Presents suggestions and approaches to management of common behaviors and symptoms of A.D. that are not drug based. Fee: \$6. CEUs: 0.1.

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## – CONTINUING EDUCATION OFFERINGS –

### CONSULTANTS FOR THE FUTURE

*Continued from page 21*

#### **Changing Beds: You May Have Made It, But You Don't Have to Lie in It. Mental Emotional Health.**

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Teaches how to foster mental and emotional health, emphasizing empowerment through self-definition, self responsibility, monitoring thought patterns and dealing with feelings. Fee: \$60. CEUs: 1.0.

#### **Cognito Ergo Sum: Creating an Empowered Image.**

Fac: Dr. Linda S. Greenfield. Aud: RNs/LPNs. Teaches how to recognize and create your own internal power by changing the way you think, using the nursing environment as the milieu. Fee: \$30. CEUs: 0.5.

#### **End of Life Care.**

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Discusses compassionate care of those in the final weeks of life, differentiating palliative, chronic, and hospice care levels and suggesting interventions that support patient autonomy. Fee: \$6. CEUs: 0.1.

#### **Flight Manual: Helping Adolescents Take to Flight/Mental and Emotional Wellness.**

Author: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Empowers the nurse to assist the teen in the development of maturity, self-definition, independence and personal power using story format as examples. Fee: \$36. CEUs: 0.6.

#### **Good Grief: Providing Light to Those in Emotional Pain.**

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Fosters the nurse's ability to listen, console and nurture those involved in loss and changing personal identity, using specific, guided techniques. Fee: \$30. CEUs: 0.5.

#### **Good Vibrations: Recognizing the Healing Energy Within Emotions.**

Author: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs.

Explores relationship between the energy of toxic emotions and diseases correlating emotional issues to the human energy system of chakras and studying how the body is designed to manage anger, fear, hate, etc. safely. Fee: \$42. CEUs: 0.7.

#### **HIV/AIDS: A Comprehensive Course.**

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Provides detailed examination of pathology, transmission, signs and symptoms, prevention, precautions and treatment of HIV. Fee: \$15 online; \$18 in hard copy + \$4 postage. CEUs: 0.3.

#### **Live or Let Die: The Right to Die.**

Fac: Linda S. Greenfield, RN, PhD. Offer nurses an increased awareness of the dilemmas with the moral and/or legal

issues of allowing a patient to die. Fee: \$30. CEUs: 0.5.

#### **Mindful Care: Using Positive Thoughts and Emotions as a Catalyst to Healing.**

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines body/mind connection, exploring chemistry that links immune system function to ways we think and feel, and teaching more positive thinking patterns and ways to deal with negative emotions. Fee: \$30. CEUs: 0.5.

#### **Nutrition Cognition: Eating for Health in the '90s.**

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Teaches about antioxidants, herbal supplements, phytoestrogens, and about pesticide residues, nitrates and transfatty acids to allow you to choose foods that help and avoid foods that harm. Fee: \$30. CEUs: 0.5.

#### **Outside the Box: How Our Healthcare System is Failing Us and What You Can Do About It.**

Fac: Edwin C. Smith, MS. Aud: RNs/LPNs. Examines our healthcare system from a "systems" perspective suggesting that the box we call healthcare is not healthy, so that in order to choose health, we are forced to consider how to get out of the box. Fee: \$30. CEUs: 0.5.

#### **Over the Edge: Biological Stress and Chronic Conditions.**

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Studies the effect of biological stress from industrial chemicals, heavy metals and other pollutants and impact on chronic conditions such as unresolving pain, lack of healing, depression, panic attacks and inability to sleep. Fee: \$25 online; \$30 in hard copy + \$4 postage. CEUs: 0.5.

#### **Paper Chasing: Effective Documentation.**

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Presents documentation forms and ideas to increase quality of documentation correlated to the nursing process, as applied to both long term and acute patient care environments. Fee: \$30. CEUs: 0.5.

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## – CONTINUING EDUCATION OFFERINGS –

### CONSULTANTS FOR THE FUTURE

*Continued from page 22*

#### The Patient in Pain: Why Are We Managing Pain and Not Healing It.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Physiology of acute and chronic pain perception, factors of pain reaction, attitudes toward the patient in pain that may hinder therapy, effective use of medication and use of non-invasive and alternative pain therapies. Fee: \$25 online; \$42 in hard copy + \$4 postage. CEUs: 0.7.

#### Power Dynamics: Growth and Development of Personal Power.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines dynamics of personal power by studying development of the body's energy system with suggested interventions to restore balance and energetic health. Fee: \$30. CEUs: 0.5.

#### Power Tripping: Issues of Control Resolves Through Shadow Work.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines the paradigm of power, mechanisms of control, how we drain power or steal power from others, and introduces a healthier paradigm of internal power through healing unconscious issues. Fee: \$30. CEUs: 0.5.

#### The Prevention of Medical Errors.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Informs nurses of growing national concern over the alarmingly high numbers of errors and provides information to increase patient safety, guidance for reporting and suggestions for systems monitoring. Fee: \$12. CEUs: 0.2.

#### Skin Deep: Prevention and Treatment of Impaired Skin Integrity in the Elderly.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines approaches to prevention and treatment of common skin problems in elderly patients, including: skin tears and bruising, lesions, rashes, infections, and ulcerations with differentiation of various dressings and topical applicants. Fee: \$30. CEUs: 0.5.

#### Stroke.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Studies pathology of various kinds and locations of strokes, the related symptoms and approaches to acute and rehabilitative care. Fee: \$30. CEUs: 0.5.

#### Supervision Prescription.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Designed to teach front line management skills to foster delegation of duties, reprimanding, redirecting and resolutions of conflicts. Fee: \$12. CEUs: 0.2.

#### Talking With the Docs: Effective Nurse Physician Communication.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Designed to help you increase your power and effectiveness when communicating with physicians in difficult situations. Fee: \$24. CEUs: 0.4.

#### Who's Confused?

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. A study of Alzheimer's disease and other forms of dementia with means to establish a therapeutic environment for same. Fee: \$30. CEUs: 0.5.

#### The Wo-Menopause

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Considers traditional and alternative approaches, including HRT, use of designer estrogens, value of soy, flaxseed and herbal therapies, and the risk of breast cancer, heart disease and osteoporosis. Fee: \$30. CEUs: 0.5.

#### Working the Numbers: Nursing Interpretation of Laboratory Tests.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines nursing interpretation of CBC, hematologic studies, iron studies, UA, electrolyte survey, kidney function studies and liver function studies. Fee: \$36. CEUs: 0.6.

#### Educational Resources, Inc.

8910 West 62nd Terrace

P.O. Box 29160

Shawnee Mission, Kansas 66201

Phone: Ann Snell

1-800-292-2273, ext. 143

Web: [www.eriworld.com/store](http://www.eriworld.com/store)

(Iowa Provider Number 274)

#### BEST Online Certification.

Fac: NG. Aud: OB and L&D nurses. Certification as Child-birth Educators. Fee: \$200. CEUs: 3.0.

#### FHM Online Certification for OB and L&D Nurses.

Fac: NG. Aud: OB and L&D nurses. Contact [www.eriworld.com/store](http://www.eriworld.com/store) for course description. Fee: \$50. CEUs: Basic, 5.0; Advanced, 6.9.

#### Iowa Lions Eye Bank

2346 Mormon Trek Boulevard Suite 1500

Iowa City, IA 52246

Phone: Kathy Barnhart

319-356-2871

Web: [www.medrounds.org/ceu](http://www.medrounds.org/ceu)

(Iowa Provider Number 343)

#### Enucleator Certification/Re-Certification.

Fac: Garret Locke, CEBT. Aud: RNs/LPNs. To certify and re-certify nurses and other health care providers to enucleate eyes on behalf of the Iowa Lions Eye Bank. Fee: None. CEUs: 0.1.

#### Pre-Cut Corneal Tissue for Endokeratoplasty.

Fac: Cynthia Reed, RN, PhD. Aud: RNs/LPNs. Review of recent discoveries and improvements in cornea transplant surgery with emphasis on pre-cutting corneas for endokeratoplasty. Fee: None. CEUs: 0.1.

## – CONTINUING EDUCATION OFFERINGS –

### Lorand Health

P.O. Box 10391

Cedar Rapids, Iowa 52410

Contact: Lorand CE Resource Office

Phone: (319) 832-1957

e-mail: [service@lorandhealth.com](mailto:service@lorandhealth.com)

Website: [www.lorandhealth.com](http://www.lorandhealth.com)

(Iowa Provider Number 300)

Since 1995, Lorand Health has offered Iowa nurses innovative continuing education programming. Licensed in another state? Lorand Health is also a Florida Board of Nursing provider of continuing education programming and many other states accept our courses via reciprocity. Check our website for a complete listing of all available courses. MasterCard, VISA, business checks and money orders accepted. We do not accept personal checks.

### Angry Explosive Kids – Straight Talk.

Aud: RNs/LPNs. This course presents key concepts to help build children's self-esteem, develop positive coping skills for anger, including an anger management program that will help nurses who work with children/adolescents in child behavioral residential treatment settings, health hospital units, outpatient centers, and schools. Resource text included: *Treating Explosive Kids*, by Ross W. Greene and J. Stuart Ablon. Fee: \$59 (plus \$5 shipping/handling). CEUs: 3.6.

### Anxiety and Panic Disorder.

Aud: RNs/LPNs. This course examines anxiety and panic disorders including: agoraphobia, social phobia, OCD and PTSD as well as a thorough review of imagery desensitization, relaxation techniques, nutritional aspects, the role of negative self-talk and nursing practice interventions. Fee: \$53 (plus \$5 shipping/handling; text included). CEUs: 3.6.

### The Bipolar Child.

Aud: RNs/LPNs. Examines the challenging diagnosis of Bipolar Disorder in children, assessment guidelines, nursing considerations, planning/implementation, and a comprehensive approach toward the needs of children and families. Fee: \$48 (plus \$5 shipping/handling; text included). CEUs: 3.6.

### Breaking the Mold: Healing Childhood Trauma.

Aud: RNs/LPNs. Based on the 2007 text *Trauma Through a Child's Eyes*, by Peter A. Levine and Maggie Kline, this fascinating course examines how trauma is imprinted on the body, brain and spirit, resulting in anxiety, nightmares, depression, physical illnesses, addictions, aggression and hyperactivity; includes case studies and important new approaches for working with traumatized children. Fee: \$49 (plus \$5 shipping/handling; text included). CEUs: 3.6.

### Codependency.

Aud: RNs/LPNs. This course examines the five core symp-

toms of codependence, how symptoms impact people's lives, emotional damage of abuse, dysfunctional family systems and treatment strategies for helping patients who may be recovering from physical, sexual, emotional, intellectual and/or spiritual abuse. Resource text included: *Facing Codependence*, by Pia Mellody, RN. Fee: \$49 (text included). CEUs: 3.0.

### EMDR Revisited.

Aud: RNs/LPNs. This fascinating course examines EMDR (Eye Movement Desensitization and Reprocessing), a breakthrough therapy for anxiety, stress, trauma and other illnesses; presents research results from the past 7 years on EMDR effectiveness, information on how EMDR works, how it compares to other treatments, the difference between EMDR and Exposure Therapy, and case histories. Fee: \$43 (plus \$5 shipping/handling; text included). CEUs: 3.6.

### Migraine Disease and Headaches.

Aud: RNs/LPNs. This course examines treatments for long-term relief, risks and symptoms, identification of various types of headaches, traditional and alternative therapies, case studies, and emergency care/pain management. Fee: \$47 (plus \$5 shipping/handling). CEUs: 3.0.

### Munchausen By Proxy.

Aud: RNs/LPNs. A critical examination of the complicated psychiatric disorder Munchausen By Proxy, a dangerous kind of maltreatment (abuse and/or neglect) in which caretakers, usually parents, deliberately and repeatedly exaggerate, fabricate, and/or induce a problem or problems in someone who is under their care; identification, intervention and case management issues are thoroughly covered in this course. Fee: \$51 (plus \$5 shipping/handling; text included). CEUs: 3.0.

### Nursing Leadership and Management.

Aud: RNs/LPNs. This course examines the role of the staff

nurse as manager of patient care needing the knowledge and skills necessary to make decisions related to setting priorities, delegating responsibilities, improving quality patient care, understanding the legal parameters of nursing practice and knowing the ethical issues confronting nursing today in the ever-changing health care environment. Fee: \$74 (plus \$5 shipping/handling; text included). CEUs: 3.6.

### OCD: Checking It Out.

Aud: RNs/LPNs. Examines Obsessive Compulsive Disorder, diagnostic criteria, treatment options, intervention strategies, OCD in children, and nursing considerations. Fee: \$52 (plus \$5 shipping/handling; text included). CEUs: 3.6.

### Postpartum Depression.

Aud: RNs/LPNs. This course examines the nature of PPD and how it differs from other perinatal mood disorders, key risk factors and how they can be minimized, treatment/therapy options, and how to help patients develop support networks. Fee: \$49 (text included). CEUs: 3.0.

### PTSD: Overcoming Traumatic Stress Symptoms.

Aud: RNs/LPNs. This course presents a clear, comprehensive explanation of trauma, techniques and interventions used by PTSD experts from around the world and nursing interventions to help clients deal with triggers, recurrent images, thoughts, perceptions and more. Fee: \$46 (plus \$5 shipping/handling; text included). CEUs: 3.6.

### Restless Leg Syndrome.

Aud: RNs/LPNs. Examines root causes of RLS, assessment guidelines, planning/implementation, nursing considerations and current treatment options. Fee: \$48 (plus \$5 shipping/handling; text included). CEUs: 3.6.

### Winter Blues – What to Do?

Aud: RNs/LPNs. Examines current information on signs, symptoms, diagnostic criteria, disease differentiation and co-morbidity, nursing considerations, assessment fundamentals, treatment options and patient case studies. Based on the 2006 edition of the text *Winter Blues*, by Dr. Norman E. Rosenthal who is a clinical professor of psychiatry at Georgetown University. Fee: \$48 (plus \$5 shipping/handling; text included). CEUs: 3.6.



## RENEWAL NOTICE

By law, it is the licensee's responsibility to renew their license prior to expiration. Renewal can be completed online or by requesting a paper application be mailed. Renewal is available to licensees 60 days prior to the expiration date printed on the wallet card. Renewal after the expiration date printed on the wallet card is considered a Late Renewal and an additional \$50 late fee is required. Late Renewal is also available over the Internet; the \$50 late fee is automatically added to the renewal fee.

Licensees are notified that their renewal is due, through the publication of their name in this newsletter. This is the only renewal notice that is sent out. The list of licenses that expire in December 2007 and January and February 2008 can be found in this issue. Please use the following schedule:

Licenses that expire December 15, 2007, are due by November 15, 2007, and can be renewed any time after October 15, 2007.

Licenses that expire January 15, 2008, are due by December 15, 2007, and can be renewed any time after November 15, 2007.

Licenses that expire February 15, 2008, are due by January 15, 2008, and can be renewed any time after December 15, 2007.

Licensees are encouraged to renew over the Internet at the board's Website at [www.state.ia.us/nursing](http://www.state.ia.us/nursing). Renewal over the Internet can be verified immediately in the database and at the Board's website, there are no delays. Payment of the fee must be made by using MasterCard or VISA, credit or debit card.

If you don't have a credit card, you may enter the renewal information in the on-line licensure center, print each page as you go, sign the last page and then cancel the transaction when you are asked for credit card information. Then submit all the printed pages with the renewal fee in the form of a check or money order.

If you are unable to renew over the Internet, you may contact the board office, preferably in writing, to request that a paper form be mailed to you. The mailing address is: Iowa Board of Nursing, 400 SW 8th Street, Suite B, Des Moines, IA 50309-4685. You may also request a paper renewal form by sending an e-mail to [ibon@bon.state.ia.us](mailto:ibon@bon.state.ia.us), or faxing your request to (515) 281-4825.

### Inactive Status

Licenses that are not renewed will automatically be placed on inactive status on the 16th of the month following the expiration of the license. Reactivating from inactive status currently requires a paper form from the Iowa Board of Nursing.

### Advanced Registered Nurse Practitioner (ARNP) Renewal Notice

ARNP licensees **CANNOT** renew their license over the Internet. ARNP renewal applications are mailed to the licensee's address of record sixty (60) days before expiration. Please watch for the yellow application in the mail. If an application is not received please notify this office by sending an e-mail to [newnurs@bon.state.ia.us](mailto:newnurs@bon.state.ia.us) or calling 515-281-6488.

### Continuing Education

The continuing education requirement for renewal of a three-year license is 36 contact hours (or 3.6 CEUs) completed between the effective and expiration dates printed on the license. The first time a license is renewed after initially being issued, or after a reactivation, the requirement is 24 contact hours (or 2.4 CEUs) because the expiring license covered less than a full three years.

## LPN/RN LICENSE RENEWAL NOTICE

### December LPNs

Ackerley, Autumn Nicole; Clear Lake, IA  
Adkisson, Meghan Ann; Creston, IA  
Ahrendsen, Erin Noelle; Cedar Falls, IA  
Andersen, Steven Edward; Muscatine, IA  
Anderson, Erin Kay; Le Grand, IA  
Anderson, Lynette Jean; Tama, IA  
Anderson, Vicki S.; Clear Lake, IA  
Anfinson, Jamie Rane; Spirit Lake, IA  
Armstrong, Brittanie Maria; Burlington, IA  
Bach, Thea Teresa; Dubuque, IA  
Bagby, Lydia Marie; Cedar Falls, IA  
Bailey, Joan L.; Promise City, IA  
Bainbridge, Melva A.; Alta, IA  
Baker, Christine A.; West Des Moines, IA  
Baker, Lilly Lorene; Bayard, IA  
Bartholomew, Andrea Lynn; Mason City, IA  
Baschnagel, William Joseph; Iowa City, IA  
Beauregard, Hilary Ann; Cedar Rapids, IA  
Behrens, Sammy; Clinton, IA  
Beller, Heidi Kay; Knoxville, IA  
Beller, Jane M.; Le Mars, IA  
Benedict, John R.; Mount Pleasant, IA  
Benson, Delane F.; Alden, IA  
Bergman, Leallen; Belmont, IA  
Berns, Christine Noel; Farmersburg, IA  
Berreth, Susan K.; Des Moines, IA  
Bigelow, Jean M.; Marshalltown, IA  
Bigler, Christene Mary; Waterloo, IA  
Blockhus, Debra K.; Allison, IA  
Bloomquist, Andrew Paul; Aplington, IA  
Bolin, Candace Aultman; Iowa City, IA  
Bonsall, Brenda Kay; Dunlap, IA  
Boothroyd, Bonnie R.; Des Moines, IA  
Bortscheller, Catherine Mary; Granville, IA  
Branan, Angela Mae; Toledo, IA  
Branigan, Tamara L.; Emerson, IA  
Brewer, Kandi Kae; Arlington, IA  
Brown, Corrie Jayne; Liscomb, IA  
Brown, Dianne C.; Sioux City, IA  
Buchholz, LaVera; Tripoli, IA  
Burrows, Alexandria Lynn; East Dubuque, IL  
Burtlow, Deborah L.; Newton, IA  
Calvert, Carol Ann; Davenport, IA  
Cameron, Taylor Marie; Sioux City, IA  
Carter, Ebonee B.; Ames, IA  
Case, Stephanie Elizabeth; Gladbrook, IA  
Caster, Mary E.; Albia, IA  
Cecil, Amber Dawn; Underwood, IA  
Chamberlain, Karen H.; Earling, IA  
Chamberlin, Tammie Jo; Hampton, IA  
Chambers, Crystal Lynn; Eddyville, IA  
Chapman, JoEllen; Holy Cross, IA  
Chase, Julie K.; Cedar Falls, IA  
Chavez, Nicole Dyan; Des Moines, IA  
Chodur, Carolyn Sue; Northwood, IA  
Christophersen, Tonya Ann; Danbury, IA  
Clark, Andrea M.; Logan, IA

Clark, Natasha Renee; La Porte City, IA  
Clary, Leslie Jean; Griswold, IA  
Cline, Stacey Rae; Callender, IA  
Cole, Katie Marie; Galena, IL  
Coon, Mary F.; Sioux City, IA  
Crawford, Katie Marie; Marshalltown, IA  
Crosier, Luann Debra; Coon Rapids, IA  
Cummings, Trena Fae; Clinton, IA  
Curry, Patricia Jane; Creston, IA  
Davis, Angela Marie; Bloomfield, IA  
Davis, Jamie Catherine; Burlington, IA  
Deleon, Darlene; Ackley, IA  
Demoss, Dorothy A.; Cedar Rapids, IA  
Dennis, Cathy; Muscatine, IA  
Dickerson, Nicole Irene; Indianola, IA  
Dollen, Bonnie E.; Persia, IA  
Dorn, Holly Jean; Denver, IA  
Druppel, Marilyn R.; Fort Madison, IA  
Dunne, Julie; Cascade, IA  
Dussan, Martha Cecilia; Spencer, IA  
Edgington, Lori; Ottumwa, IA  
Eggert, Melissa Sue; Clearfield, IA  
Emerson, Heidi Michelle; Milford, IA  
Engelhardt, Michelle Lynn; Waucoma, IA  
Eslick, Eugenia Lois; Story City, IA  
Fesenmeyer, Cynthia M.; Clarksville, IA  
Fetter, Jennifer Rebecca; Cedar Rapids, IA  
Finn, Karla K.; Webb, IA  
Firch, Michele Janene; Davenport, IA  
Fisher, Janita Jo; Tipton, IA  
Fitzgibbon, Tracy; Des Moines, IA  
Fogue, Chasyti Anne; Des Moines, IA  
Fogbe, Judy Kay; Iowa City, IA  
Ford, Audra Kae; Roland, IA  
Foreman, Mary L.; Saint Lucas, IA  
Foster, Susan K.; North Liberty, IA  
Foye, Sheryl S.; Council Bluffs, IA  
Franks, Jan M.; Oelwein, IA  
Garrett, Monica Jean; Blakesburg, IA  
Gergen, Elizabeth Ann; Granville, IA  
Gibson, Gaylene Jean; Clarinda, IA  
Gilbert, Rhonda R.; Shenandoah, IA  
Gordon, Danielle Rae; Milan, IL  
Gordon, Robin Renee; Sioux City, IA  
Graham, Amanda Beth; Manly, IA  
Granneman, Gloria J.; Ankeny, IA  
Green, Diane J.; Treynor, IA  
Green, Iris R.; Norwalk, IA  
Gwinn, Suzanne; Grimes, IA  
Hagenson, Karen Lynn; Webster City, IA  
Hallinan, Tina Marie; Breda, IA  
Hamlin, Nora J.; Van Horne, IA  
Hanks, Thelma J.; Quimby, IA  
Hansen, Deborah Sue; Algona, IA  
Harrison, Rebecca Jane; Dakota City, IA  
Hauser, Lisa Jay; Creston, IA  
Hayes, Dianne N.; Lone Tree, IA  
Heil, Shellie Kay; Marshalltown, IA  
Henderson, Bobbie Kay; Des Moines, IA  
Henken, Heather Marie; Crystal Lake, IA  
Herman, Lisa Ann; Marion, IA  
Hickman, Annetta K.; Algona, IA  
Higham, Stephanie Sher; Waterloo, IA  
Hines, Ruth A.; Clive, IA  
Hinkel, Kathryn A.; Sherrill, IA

Hinshaw, Mary Arlene; Arnolds Park, IA  
Hird, Margaret A.; Bernard, IA  
Hoening, Jeanne M.; Grand Junction, IA  
Hoffman, Rhonda J.; Carroll, IA  
Hoffmann, Jodi Ann; La Motte, IA  
Hoffpauir, Norma J.; Cedar Rapids, IA  
Holcomb, F. Bernadette; Davenport, IA  
Holliday, Lindsay Louise; Waukee, IA  
Hook, Amy Kay; Knoxville, IA  
Hook, Tamara; Corydon, IA  
Hopp, Victoria A.; Des Moines, IA  
Hoppe, Abigail Marie; Dysart, IA  
Hord, Jr., Everett August; Sioux City, IA  
Horman, Linda Marie; Tipton, IA  
Houghton, Michelle Leh; Keokuk, IA  
Houtz, Laura Inez; Burlington, IA  
Hughes, Wanda Jean; Delmar, IA  
Humpers, Kathy M.; Toledo, IA  
Humpal, Holly J.; Spillville, IA  
Iverson, Stephanie Rose; Decorah, IA  
Jacobs, Elizabeth A.; Sioux City, IA  
Jaeger, Cassy K.; Keota, IA  
Johnson, Kelly Christine; Lakefield, MN  
Johnson, Malea Lynne; Sioux City, IA  
Jones, Heidi Jo; Savanna, IL  
Jordan, Patricia A.; Alburnett, IA  
Jury, Amanda Marie; Ankeny, IA  
Jutting, Kathleen Marie; Buffalo Center, IA  
Kane, Jennifer Lynn; Fredericksburg, IA  
Kemp, Regina Louise; Earling, IA  
Kennon, Sherry Ann; Atlantic, IA  
Kerr, Tamara Renee; Fredericksburg, IA  
Kime, Andrea Lynn; Rudd, IA  
Klaver, Jennifer J.; Iowa Falls, IA  
Klein, Mary A.; Waukee, IA  
Klein, Shelly Jo; Cascade, IA  
Klingbeil, Jennifer Ann; Estherville, IA  
Kluesner, Nicole A.; East Dubuque, IL  
Knutson, Beverly E.; Walnut, IA  
Koeppen, Ashley Dawn; Alburnett, IA  
Kooima, Laurel Beth; Rock Valley, IA  
Korir, Rhoda Jelagat; Clive, IA  
Kosman, Stephanie Ann; Albia, IA  
Kuntz, Patricia J.; Des Moines, IA  
Lamb, Kimberly A.; Red Oak, IA  
Latham, Ann Elizabeth; Duncombe, IA  
Lawrence, Deana A.; Pleasantville, IA  
Lazenby, Tamra Jane; Yale, IA  
Leatherman, Jody C.; Mount Ayr, IA  
Loney, Maureen Kay; Marshalltown, IA  
Louwsma, Mary L.; New Sharon, IA  
Lucas, Barry W.; Boone, IA  
Maas, Kristine Marie; Grand Junction, IA  
Maassen, Andreah Jo; Boyden, IA  
Mabon, Melissa Ann; North Liberty, IA  
Mace, Heather Louise; Hawarden, IA  
Mai, Lan Thanh; Waterloo, IA  
Majak, Sarai Mechelle; Ames, IA  
Mallory, Carla J.; Carlisle, IA  
Mapes, Lee Anna Delaine; Tama, IA  
Marsh, Karen S.; Clarinda, IA  
Marshall, Deborah K.; Bedford, IA  
Marshall, Judy A.; Limerick, PA  
Marshall, Shelley R.; Shenandoah, IA  
Martin, Carrie Ann; Creston, IA  
Martinez, Jamie Kay; Muscatine, IA  
Martinson, Jean L.; Fort Dodge, IA  
Masuku, Linda Francina; Grinnell, IA  
McAhen, Patricia Marie; Dysart, IA  
McAvan, Margaret A.; DeWitt, IA  
McBride, Kathleen K.; Davenport, IA  
McCall, Mary R.; Russell, IA  
McCollum, Jennifer Ann; Lisbon, IA  
McDaniel, Wilma J.; Kellerton, IA  
McElrath, Kelly Ann; Moline, IA  
McFarland, Diane A.; Marshalltown, IA  
McIntire, Barbara A. Allen; Afton, IA  
McKinney, Ann E.; Dougherty, IA  
McLaughlin, Cathleen Ann; West Des Moines, IA  
McNett, Lisa Ann; La Motte, IA  
Meinecke, Donna M.; Woodward, IA  
Merry, Laura Kay; Milford, IA  
Merz, Cindy Kay; Dubuque, IA  
Meyer, Robyn Ann; West Union, IA  
Miller, Emily Marie; Pella, IA  
Miller, Virginia Faye; Kalona, IA  
Moore, Patricia Ann; Rockwell City, IA  
Morris, Chjoldvor P.; Cedar Falls, IA  
Morris, Sherry R.; Belmont, IA  
Motto, Geraldine F.; Bettendorf, IA  
Munson, Melissa; Mason City, IA  
Needham, Bridget Renee; Urbandale, IA  
Neff, Deborah A.; Richland, IA  
Nelson, Roger Allan; Des Moines, IA  
Nepple, Shawna Lynn; Carroll, IA  
Ness, Retha J.; Mount Ayr, IA  
Neubauer, Kathy; Hampton, IA  
Newman, Ruth G.; Wapello, IA  
Newquist, Mary A.; Ida Grove, IA  
Newton, Rebecca Jean; Fort Dodge, IA

Nielsen, Brandi Lei; Atlantic, IA  
Nolte, Patricia Marlene; Donnellson, IA  
Norby, Linda M.; Dubuque, IA  
Norris, Peggy A.; Smyrna, GA  
Odell, Virginia K.; North Liberty, IA  
OHaver, Mary; North Liberty, IA  
Ohr, Amanda Renee; Independence, IA  
Oleary, Mary A.; Ottumwa, IA  
Olson, Dawn Marie; Leon, IA  
ORourke, Teresa A.; Waukee, IA  
Osegera, Molly Michelle; Mason City, IA  
Pace, Deborah; Grandview, IA  
Parmenter, Kristine M.; Anamosa, IA  
Payne, Larke; Knoxville, IA  
Pearson, Suzanne M.; Moline, IL  
Peckenschneider, Joann J.; Davenport, IA  
Pennington, Ma Guadalupe; Pella, IA  
Perry, Jennifer Lynn; Overland, MO  
Person, Thomas James; Norwalk, IA  
Peters, Abbie Gail; Little Rock, IA  
Peters, Jonel Lynn; Council Bluffs, IA  
Peters, Tiffany Kay; Altoona, IA  
Petersen, Jennifer R.; Merville, IA  
Petersen, Merry Celeste; Schleswig, IA  
Pierce, Shiela R.; Saint Charles, IA  
Polacek, Beth R.; Boyden, IA  
Postal, Kathleen A.; Ankeny, IA  
Pote, Elaine E.; Stuart, IA  
Potter, Carrie Ann; Evansdale, IA  
Puls, Mary; Gladbrook, IA  
Quass, Carol J.; Independence, IA  
Radloff, Galena L.; Clarksville, IA  
Ramjas, Roodipal; Ankeny, IA  
Randol, James Douglas; Taylor Ridge, IL  
Reichert, Junita; Parnell, IA  
Reth, Diane Agnes; Hopkinton, IA  
Reynolds, Barbara K.; Mount Ayr, IA  
Richardson, Nancy Ann; Bettendorf, IA  
Ristine, Diane Kay; Marion, IA  
Ritchie, Stacy Leigh; South Amana, IA  
Roa, Melody Joy Arteaga; Clinton, IA  
Robbins, Brandy Lee; Emmetsburg, IA  
Roberts, Crystal Ranae; Waterloo, IA  
Rodriguez, Staci Ellen; Hartley, IA  
Rogers, Debra Doris; Glenwood, IA  
Rondorf, Donna Jean; Waterloo, IA  
Rose, Debra M.; Council Bluffs, IA  
Ross, Melissa Marie; Shenandoah, IA  
Rousselew, Pamela A.; Waterloo, IA  
Rump, Lorna M.; Cedar Rapids, IA  
Russell, Rosemary J.; Des Moines, IA  
Ruthven, Carma J.; Pella, IA  
Rutledge, Janice C.; Ottumwa, IA  
Sanderson, Marilyn J.; Albion, IA  
Scharn, Linda D.; Fonda, IA  
Schmidt, Angela Marie; Raymond, IA  
Schneider, Jeanne M.; Fulton, IL  
Schwade, Jeanine E.; Lime Springs, IA  
Shaffer, Christie Dawn; Bode, IA  
Shank, Alma L.; Atalissa, IA  
Sharrad, Pamela; Dubuque, IA  
Sheets, Sharon E.; Corydon, IA  
Sherer, Jennie B.; Pisgah, IA  
Sherrard, Kathie; Seymour, IA  
Shipley, Joanne L.; Winona, MN  
Smith, Susan A.; Ottumwa, IA  
Smothers, Terri Sue; Oskaloosa, IA  
Southard, Jean A.; Cedar Falls, IA  
Spencer, Barbara J.; Creston, IA  
Staley, Delores S.; Carroll, IA  
Staskal, Traci M.; Maquoketa, IA  
Stecker, Robert C.; Titonka, IA  
Stevens, Natalie Ann; Boone, IA  
Strait, Holly Renee; Mount Pleasant, IA  
Swainey, Raegan Ann; Keokuk, IA  
Swartz, Peggy A.; Dubuque, IA  
Thompson, Lori Ann; Dakota City, IA  
Thomsen, Cheryl Ann; Denison, IA  
Tjaden, Jenny Lynn; Sac City, IA  
Todd, Belinda J.; Oskaloosa, IA  
Torrez, Melinda Colette; Fort Dodge, IA  
Toscano, Pelagia A.; Council Bluffs, IA  
Tovar, Marie; Waterloo, IA  
Towne, Michelle R.; Washta, IA  
Tritle, Jenny Lynn; Cedar Rapids, IA  
Uhlenhopp, Lisa Jean; Clarksville, IA  
Vajentic, Lynae Roberta; Fort Madison, IA  
Van Ginkel, Tanya Sue; Inwood, IA  
Van Zee, Kenneth Glenn; Oskaloosa, IA  
VanAernam, Judith Katherine; Exira, IA  
Vos, Brenda Sue; Des Moines, IA  
Walker, Barbara Jean; Lomax, IL  
Walker, Lorri Jean; Sioux City, IA  
Walters, Lisa L.; Emmetsburg, IA  
Warne, Kathleen Diane; Iowa City, IA  
Weaver, Merit Lynn; Grimes, IA  
Wegner, Peggy A.; Estherville, IA  
Weigert, Lorie A.; Mount Pleasant, IA  
Welter, Rita J.; Cascade, IA

Continued on page 26

**DECEMBER LPNs** *Continued from page 25*

Wernimont, Debra G.; Cedar Rapids, IA  
Whiting, Reena R. Harris-; Peosta, IA  
Wickenkamp, Rebecca Sue; Brighton, IA  
Wiederholt, Raymond Rex; Alta, IA  
Williams, Cora L.; Collins, IA  
Williams, Mary Lou; West Des Moines, IA  
Willman, Margaret Rose; Granville, IA  
Wolcott, Mary Jo; Harpers Ferry, IA  
Wolverton, Vickie M.; Clarinda, IA  
Woolson, Mary Katherine; Hamilton, IL  
Worthington, Kimberly A.; Dubuque, IA  
Wyatt, Stephanie L.; Davenport, IA  
York, Charlotte R.; Milan, IL  
Young, Tina Lee; Mystic, IA  
Zach, Francis; Clear Lake, IA  
Zaretsky, Ronnie Dione; Council Bluffs, IA  
Zeisneiss, Tonya D.; Hubbard, IA

**January LPNs**

Abney, Lynette Rochelle; Melbourne, FL  
Acker, Cynthia E.; Warsaw, IL  
Albers, Wendy S.; Keystone, IA  
Anderson, Glenda Kay; Milo, IA  
Anderson, Kimberly K.; Clinton, IA  
Anderson, Nancy; Fort Dodge, IA  
Arkfeld, Mary G.; Earling, IA  
Ator, Shirley L.; Oquawka, IL  
Ayala, Paula L.; Fort Dodge, IA  
Bagby, Sandra A.; Cedar Falls, IA  
Bailey, Ra Na S.; Diagonal, IA  
Baker, Dawn L.; Marion, IA  
Baker, Debra Lynne; Des Moines, IA  
Barillas, Deborah A.; Cedar Rapids, IA  
Barnard, Kimberly Kaye; Manning, IA  
Barnes, Christina M.; Des Moines, IA  
Barney, Linda Lee; Davenport, IA  
Barron, Kristy Lee; Jesup, IA  
Bartz, Aaron Matthew; Waterloo, IA  
Beattie, Nancy J.; Clarinda, IA  
Beck, Leona Lynn; Chariton, IA  
Beermann, Bonnie Rae; Dunlap, IA  
Behrens, Penelope M.; Varina, IA  
Benda, Kathy M.; Waukon, IA  
Bender, Ellen Louise; Jesup, IA  
Billings, Shannon Marie; Klemme, IA  
Bird, Shiela Diane; Des Moines, IA  
Blair, Amy Suzanne; Des Moines, IA  
Blair, Marilyn J.; East Moline, IL  
Blane, Nicholle Marie; Maryville, MO  
Blosser, Peggy Ann; Iowa City, IA  
Blubaugh, Natalie Michelle; Marshalltown, IA  
Bodlak, Kathleen A. Koltes-; Sioux City, IA  
Boeke, Sharon; Osage, IA  
Boer, Allisyn Leigh; Bloomfield, IA

Bohn, Julie Renee; Burlington, IA  
Bone, Theresa Gail; Hanceville, AL  
Bowen, Helen; Shell Rock, IA  
Brandt, Kaylin Marie; Wellsburg, IA  
Breckenridge, Randee Jean; Monroe, IA  
Brossart, Bobbi Leigh; Monona, IA  
Brown, LaVonne M.; Dubuque, IA  
Brown, Vickie M.; Cedar Rapids, IA  
Buck, Jean M.; Davenport, IA  
Buffington, Lucinda M.; Winfield, IA  
Bunnell, Martina Marie; Des Moines, IA  
Burgess, Jill Janean; Villisca, IA  
Burk, Heather Michelle; Burlington, IA  
Burns, Wiladine Jane; Bettendorf, IA  
Burton, Rita R.; Des Moines, IA  
Busche, Amanda Lynn; Marion, IA  
Buttercase, Suzann M.; Sidney, IA  
Byers, Deanna M.; Sidney, IA  
Cabalka, Leah Marie; Independence, IA  
Cain, Shaun M.; Peru, IA  
Canny, Inez L.; Ottumwa, IA  
Cartee, Cynthia S.; Dakota City, IA  
Casteel, Jocelyn Joann; Centerville, IA  
Chihak, Lisa R.; Le Mars, IA  
Childs, Mary Ellen; Chillicothe, MO  
Clark, Tasha Marie; Corydon, IA  
Clemens, Jennifer Marie; New Market, IA  
Clermont, Dawn Marie; Iowa City, IA  
Cloyed, Kathleen Kay; Tabor, IA  
Conley, Sandra K.; Albia, IA  
Constant, Kelly Jo; Newton, IA  
Craig, Karlene Rae; Woodbine, IA  
Dahlstrom, Jennifer Lyn; Fredericksburg, IA  
Dameron, Linda S.; Missoula, MT  
Danz, Cheryl J.; Davenport, IA  
Davison, Connie Frances; Bedford, IA  
De Wit, Stacia Lynn; Hull, IA  
Debaillie, Karla K.; Davenport, IA  
DeKeyser, Kelly Marie; Onawa, IA  
Delagardelle, Kristin Marie; Jesup, IA  
Delleman, Stephanie M.; Bettendorf, IA  
Demoss, Judith Elaine; Altoona, IA  
DeVoll, Jill Marie; Cedar Falls, IA  
Dewaard, Jean E.; Pella, IA  
Dickerson, Kara Jo; Centerville, IA  
Diercks, Somer Ann; Charles City, IA  
Dietze, Sarah Dawn; Tipton, IA  
Donovan, Kathleen M.; Neola, IA  
Dotzler, Annette C.; Sioux City, IA  
Dowling, Allene L.; Lohrville, IA  
Dulin, Misty Lynn; Okoboji, IA  
Dunn, Joan L.; Davenport, IA  
Durham, Connie Rae; Bartonville, IL  
Dyson, Tonya Jean; Albia, IA  
Egley, Deana A.; Kahoka, MO  
Ehlers, Diane May; Dubuque, IA  
Eisenman, Michelle Renee; Kanawha, IA

Elgin, Cathy; Worthington, IA  
Emswiler, Lisa Christine; Missouri Valley, IA  
Engler, Cassandra Marie; Davenport, IA  
Esch, Patricia Rose; Independence, IA  
Etcher, Amber Margene; Marshalltown, IA  
Fier, Cindy A.; Maquoketa, IA  
Fitch, Kerri Beth; Tipton, IA  
Fondoulakis, Katerina; Sioux City, IA  
Force, Becky Lynne; Grant City, MO  
Foy, Margaret; Panora, IA  
Fryar, Joan S.; Denison, IA  
Gavin, Christine Marie; Manchester, IA  
Glenn, Cynthia May; Ida Grove, IA  
Goedken, Lynnette Veronica; Dyersville, IA  
Goehring, Jennifer Jalea; Guthrie Center, IA  
Gorz, Whisper Dawn; Fort Dodge, IA  
Gosselink, Jessica Kristian; Runnells, IA  
Gray, Ellen L.; Oskaloosa, IA  
Gray, Laura Beth; Waterloo, IA  
Gregg, Cheryl Lynn; Algona, IA  
Griffitts, Cindy L.; Allerton, IA  
Guerrero, Jennifer V.; Spencer, IA  
Guy, Bethany L.; Keokuk, IA  
Haack, Pamela J.; Warsaw, IL  
Hanna, Ellen M.; Parkersburg, IA  
Hansel, Mary E.; Manchester, IA  
Hansen, Tera Jean; Garner, IA  
Harken, Amanda L.; Toledo, IA  
Harrell, Megan Marie; Eldora, IA  
Harrison, Elisha Grace; Whitten, IA  
Hartley, Brandy Mae; Des Moines, IA  
Hartley, Christine A.; Keokuk, IA  
Hassebroek, Nicole Ann; Inwood, IA  
Heft, Linda D.; Rockford, IA  
Helle, Gail; Manchester, IA  
Henderson, Abbey Rae; Ames, IA  
Herman, Ashley Ann; Belle Plaine, IA  
Hess, Charity Jo; Geneseo, IL  
Hileman, Valerie Jean; Waterloo, IA  
Hinshaw, Debra Linn; Storm Lake, IA  
Hippler, Diana G.; Rock Island, IL  
Hirschman, Gloria A.; Lawton, IA  
Holschlag, Paula L.; New Hampton, IA  
Holtrop, MaDonna; Ireton, IA  
Hotchkiss, Connie; Wayland, IA  
Howe, Connie S.; Ankeny, IA  
Hughes, Angela Lynn; Storm Lake, IA  
Hunt, Susan Marlene; Montrose, IA  
Hunter, Jessica Ann; Hubbard, IA  
Husic, Amra; Ankeny, IA  
James, Teresa Lynn; Rushville, IL  
John, Sandra Mae; Sioux City, IA  
Johnson, Lynette Rae; Ellendale, MN  
Johnson, Maurine Anjanette; Ruthven, IA  
Johnson, Vorotta; Robbinsdale, MN  
Johnstone, Angela Patricia; Harlan, IA  
Johnstone, Vicky Sue; Ottumwa, IA  
Jones, Brooke Elizabeth; Winfield, IA  
Jordan, Stacie Marie; Oskaloosa, IA  
Julius, Ashley Marie; Little Rock, IA  
Kane, Teresa P.; Iowa City, IA  
Karagianis, Brenda Ann; Council Bluffs, IA  
Kelding, Jean E.; Walcott, IA  
Kern, Carol L. Zegarac; La Porte City, IA  
Kessio, Anne Chepkemei; Clive, IA  
Kies, Joan M. Donovan-; La Motte, IA  
Kipp, Sally A.; Mount Pleasant, IA  
Klang, Patti J.; Rockwell, IA  
Knibbe, Sheryl R.; Sioux Center, IA  
Knowles, Jane A.; Melrose, IA  
Kollasch, Lenise Jody; Algona, IA  
Krogman, Donna A.; Spencer, IA  
Kuklenz, Lyla J.; Fonda, IA  
Kulow, Cynthia L.; Estherville, IA  
Lacefield, Catherine Rene; East Moline, IL  
Lacey, Sharon Lee; Davenport, IA  
Lampe, Kimberly; Robins, IA  
Larson, Christina Rae; Ames, IA  
Leach, Jennifer Lynn; Council Bluffs, IA  
Lefebvre, Charlotte Louise; Logan, IA  
Lindell, Jamie L.; Cedar Falls, IA  
Lindstrom, Frances L.; Eagle Grove, IA  
Link-Tharp, Kim T.; Dubuque, IA  
Loew, Lou Ann; Carroll, IA  
Looney, Lu Ann; Decorah, IA  
Luallin, Lillian J.; Indianola, IA  
Ludwig, Jami Lynn; Sioux City, IA  
Lutterman, Jody Diane; Grundy Center, IA  
Mack, Connie K.; Murray, IA  
Malone, Karrie Virginia; Manchester, IA  
Malone, Leanne Marie; Chariton, IA  
Malone, Michelle K.; Des Moines, IA  
Manning, Jodie A.; Waukon, IA  
Maxwell, Katherine A.; Ames, IA  
Maxwell, Patricia N.; Council Bluffs, IA  
Mayne, Shellie Ann; Afton, IA  
McGee, Jacqueline; Waterloo, IA

McGrory, Christine L.; Victor, IA  
McGuire, Jill A.; Davenport, IA  
McLain, Brandi Shantel; Glenwood, IA  
McMillen, Elizabeth A.; De Soto, IA  
McMurrin, Shannon Michelle; Independence, IA  
Meade, Carla Mae; Cedar Rapids, IA  
Meader, M. Jane; Peru, IA  
Megraith, Catherine Marie; Birmingham, IA  
Mercer, Jan M.; Marion, IA  
Merillat, Suzanne M.; Waterloo, IA  
Miller, Jamie Lee; Marshalltown, IA  
Miner, Tara Renee; Ankeny, IA  
Mink, Amy Jo; Davenport, IA  
Moss, Caterina Jean; West Union, IA  
Mouw, Donna S.; Le Mars, IA  
Myers, Darcey Renee; Fort Dodge, IA  
Myrtue, Mary K.; Carroll, IA  
Navarrette, Janette Irene Lenz; Woodbine, IA  
Nelson, Theresa Margaret; Glenwood, IA  
Netolicky, Debra Rae; Marshalltown, IA  
Newberry, Sherri Darlene; Manchester, IA  
Newman, Marsha D.; Albia, IA  
Nichel, Danielle P.; Granville, IA  
Okerbloom, Tina Lee; Council Bluffs, IA  
Olson, Micah Nicole; Boone, IA  
Ostendorf, Christa Renee; Mason City, IA  
Ott, Kathleen M.; Waterloo, IA  
Pace, Melissa Ann; Sioux City, IA  
Palmer, Melissa Ann; Sioux City, IA  
Palmer, Debra K.; Ridgeway, IA  
Parker, Dyann Kay; Davenport, IA  
Parker, Mary Jane; Ottumwa, IA  
Parker, Sandra Jean; Sioux City, IA  
Parks, Sheri; Churdan, IA  
Patterson, Theresa Lynn; Callender, IA  
Pauly, Vickie Marie; Dubuque, IA  
Paxton, Nicole Michelle; Marshalltown, IA  
Peckham, Joyal Marie; Centerville, IA  
Pemberton, Jeanne M.; Bellevue, IA  
Pennington, Deborah Ann; Harlan, IA  
Peter, Mary Jo; Charter Oak, IA  
Peterson, Melissa; Milford, IA  
Peterson, Katy Lanette; Palmer, IA  
Phillips, Barbara Jean; Spencer, IA  
Pillers, Nicole Ann; Clinton, IA  
Pinto, Carolyn Lee; Fort Madison, IA  
Pope, Kristie K.; Mason City, IA  
Porter, Kathryn; Cedar Rapids, IA  
Pritchard, Amy Marie; Murray, IA  
Pryor, Elizabeth Elaine; Creston, IA  
Puls, Cathy J.; Grinnell, IA  
Raasch, Joy A.; Marathon, IA  
Reed, Melissa Ann; Moorhead, IA  
Reiling, Susie M.; Carroll, IA  
Rema, Tammy Jo; Clermont, IA  
Robertson, Marylyn L.; Cedar Rapids, IA  
Rogers, Diane L.; Elk Run Heights, IA  
Rohm, Rebecca Ann; Davenport, IA  
Ruba, Amy Jo; Remsen, IA  
Sackett, Melissa Jean; Sioux City, IA  
Salinas, Natalie Danielle; Charles City, IA  
Satterlee, Melinda B.; Cedar Falls, IA  
Schaffer, Mary Joette; Winterset, IA  
Scheeler, Phyllis J.; Brighton, IA  
Scheinost, Kellie Creighton; Council Bluffs, IA  
Schmidt, Nicole Jean; Fredericksburg, IA  
Schmidt, Noelle Leigh; Centerville, IA  
Schmitt, Charline R.; Sumner, IA  
Schmitz, Doris K.; Harlan, IA  
Schmitz, Jennifer Lynne; Fairbank, IA  
Schmitz, Michaela Leigh; Harlan, IA  
Schmitz, Pamela Jo; Cedar Rapids, IA  
Schraeder, Rebecca; Norway, IA  
Schueller, Deborah Ann; East Dubuque, IL  
Schuver, Mary Pauline; Belmont, IA  
Scott, Kathleen M.; Des Moines, IA  
Sharp, Victoria Lynn; New Virginia, IA  
Shatava, Ryanne; Clarinda, IA  
Shaw, Karen M.; Waterloo, IA  
Sherman, Stephanie L.; East Dubuque, IL  
Sherrill, Shawna Lynn; Davenport, IA  
Shimak, Carolyn Jane; Fort Atkinson, IA  
Siewers, Karolynn Kay; Aurelia, IA  
Simcox, Sherry L.; Spencer, IA  
Simkins, Kimberly A.; Sanborn, IA  
Smith, Amber Marie; Dunlap, IA  
Smith, Jennifer Lee; Danville, IA  
Snodgrass, Jana Beth; Kellogg, IA  
Snodgrass, Linda C.; Muscatine, IA  
Snodgrass, Lisa Jo; Waterloo, IA  
Soukup, Deanea Ellen; Central City, IA  
Spencer, Jennifer; Fort Dodge, IA  
Spradlin, Shannon R.; Rockford, IL  
Sprock, Maranda Joy; Rock Rapids, IA  
Staiert, Wendy; Ankeny, IA  
Stanley, Karen; Marshalltown, IA  
Stawniak, Jeana Joy; Pacific Junction, IA  
Stevens, James Lee; Spirit Lake, IA

Stotelmyre, Holly Jean; Cedar Rapids, IA  
Stucky, Mackenzie Ann; Fort Dodge, IA  
Sturm, Ann Kathleen; Kahoka, MO  
Swank, Virginia Lee; Mount Ayr, IA  
Swieter, Stephanie Lynn; Clear Lake, IA  
Taylor, Lynda Loella; Marshalltown, IA  
Taylor, Roberta J.; Des Moines, IA  
Teel, Iris G.; Eldon, IA  
Tennent, Jolene L. Vahle-; Weldon, IA  
Teubel, Carolyn E.; Bloomfield, IA  
Thomas, Jodi Dynette; Garden Grove, IA  
Thompson, Julie Kay; Waterloo, IA  
Timm, Sarah Lou; Webster City, IA  
Traver, Lorene R.; Davenport, IA  
Trevor, Kathryn Debra; Bettendorf, IA  
Tripp, Lacy Lee; Grundy Center, IA  
Troendle, Vicki Lee; Waukon, IA  
Tuthill, Jason Michael; Dubuque, IA  
Vail, Monica Marie; Indianola, IA  
Valen, Jenny Ann; Estherville, IA  
Van Otterloo, Pamela Sue; Orange City, IA  
Vance, Peggy A.; Davenport, IA  
Vangorp, Rosalind R.; Grinnell, IA  
VanWardhuizen, Jennifer Jo; Melcher, IA  
Varner, Helen I.; Dubuque, IA  
Ver Meer, Nilda T.; Charles City, IA  
Vittetoe, Amanda Lee; Washington, IA  
Voortmann-B, Lynnae; Buffalo Center, IA  
Wadsley, Julie M.; Early, IA  
Wanser, Tanya Marie; Manning, IA  
Welsh, Sarah Gail; Creston, IA  
Whetstone, Angela M.; Ames, IA  
Whitney, Michelle Catherine; Gray, IA  
Wolfe, Julie Marie; Davenport, IA  
Ziebell, Cathy A.; Hubbard, IA  
Ziesman, Lee; Algona, IA

**February LPNs**

Abbott, Sandra L.; Tabor, IA  
Ahrendt, Lazetta M.; Inwood, IA  
Albertsen, Amber Dee; Waterloo, IA  
Albertus, Tracy C.; Neola, IA  
Aldana, Angela Kay; Denison, IA  
Alesch, Sheila Anne; Marcus, IA  
Aliprandi, Diane Marie; Danville, IA  
Allen, Dotty D.; Orient, IA  
Anderson, Marie D.; Cedar Falls, IA  
Arendt, Cynthia Ann; Hoschton, GA  
Arp, Anita R.; Blue Grass, IA  
Atchison, Amy R. Crim-; Duncombe, IA  
Ault, Melissa; Eagle Grove, IA  
Azinger, Sheila May; Montrose, IA  
Baetke, Mary C.; Bettendorf, IA  
Baker, Linda Gail; Wilton, IA  
Baker, Marlene Ann; Clermont, IA  
Baker, Michele Lyne; Exline, IA  
Ballantyne, Sr., Gerry D.; Stuart, IA  
Bandow, Lisa Kay; Council Bluffs, IA  
Bauer, Gedget L.; Kiron, IA  
Bauman, Nancy S.; Macedonia, IA  
Baxter, Amanda Lynn; Charles City, IA  
Beckham, Brenda Lee; Marshalltown, IA  
Bennett, Julie A.; Dubuque, IA  
Bergo, Monica Ann; Joice, IA  
Bernard, Connie E.; Union, IA  
Betz, Susan K.; Harris, IA  
Biedenfeld, Tracey A.; Peterson, IA  
Blom, Mary; Rock Valley, IA  
Boeding, Danielle R.; Keokuk, IA  
Boles, Angela Joy; Lake Park, IA  
Bradford, Shelley Jean; Garden Grove, IA  
Brammer, Laura S.; Revere, MO  
Brandenburg, Traci Lee; Armstrong, IA  
Brennan, Mary Partee; Emmetsburg, IA  
Briggs, Jacquelynn Rose; Fort Dodge, IA  
Browns, Kathryn E.; Centerville, IA  
Bryan, Gloria L.; Glenwood, IA  
Bubon, Cindy M.; Des Moines, IA  
Burns, Kim Nicole; Council Bluffs, IA  
Bush, Sandra Elaine; Fredericksburg, IA  
Butler, Ursula; Lakeside, IA  
Carlson, Dawn; Oskaloosa, IA  
Carlson, Katie Anne; Ames, IA  
Carman, Mary A.; Muscatine, IA  
Carpenter, Betty Carns-; Sherrill, IA  
Carter, Jennifer Lynn; Dubuque, IA  
Carter, Jessica; Ely, IA  
Cary, Sandra S.; Danville, IA  
Casey, Heather Lynn; Jefferson, IA  
Chapman, Margaret J.; Clinton, IA  
Christianson, Betty J.; Waukon, IA  
Coates, Tamie Renee; Alden, IA  
Cole, Kimberly E.; Guthrie Center, IA  
Coleman, Diane K.; Burlington, IA  
Connolly, Gail F.; Knoxville, IA  
Cooling, Dianna C.; Houghton, IA  
Coon, Bonnee Kathryn; Early, IA  
Corbett, Jodie L.; Creston, IA  
Cowger, Kimberly R.; Bloomfield, IA  
Cuevas, Jess Espinoza; Des Moines, IA  
Curtis, Kathryn Ann; Cedar Rapids, IA  
Davidson, Rolonda Jeanne; Keokuk, IA  
Debban, Melanie J.; Dunkerton, IA

Denham, Melanie Jane; Marion, IA  
DeSotel, Vicki S.; Fairbank, IA  
Dettmer, Debbie A.; Elk Run Heights, IA  
Dieck, Vera M.; Hull, IA  
Dillon, Patricia; Center Point, IA  
Dobbs, Jaleyn E.; Creston, IA  
Donald, Marla D.; Chariton, IA  
Dorsey, Labreka Danielle; Marshalltown, IA  
Drye, Bobbi Anne; Melcher, IA  
Duncan, Gloria; Muscatine, IA  
Dunker, Tina Marie; Battle Creek, IA  
Durant, Teresa M.; Davenport, IA  
Edwards, Yolanda Yvonne; Des Moines, IA  
Eidemiller, Pamela J.; North Liberty, IA  
Eitel, Ethelgive; Ames, IA  
Elsberry, Kristine Marie Jo; Beaver, IA  
Erlwine, Phyllis Lynn; Osceola, IA  
Eternicka, Cynthia L.; Milford, IA  
Evans, Mary Joyce; Clinton, IA  
Ewing, Barbara E.; Knoxville, IA  
Faber, Jacqueline Rae; Mason City, IA  
Fegenbush, Debra I.; Sioux City, IA  
Feigenspan, Sylvia Louise; Iowa City, IA  
Feldhacker, Diane A.; Le Mars, IA  
Fiacco, Deborah K.; Asbury, IA  
Flaucher, Kristen Marie; Independence, IA  
Ford, Judy L.; Bridgewater, IA  
Freeburg, Francis M.; Britt, IA  
Fritz, Mary H.; Waterloo, IA  
Frush, Judy A.; La Porte City, IA  
Garrett, Kelsey Leone; Burt, IA  
Gatto, Christina Marie; Des Moines, IA  
Gee, Amanda Sue; Lacona, IA  
Goyette, Allison Margaret; Royal, IA  
Graves, Linda L.; Clinton, IA  
Green, Ada B.; Waterloo, IA  
Green, Patricia; Fort Dodge, IA  
Gronoski, Jessica N.; Waterloo, IA  
Gunther, Rogene Ruth; Washburn, IA  
Gust, Judy M.; Audubon, IA  
Halbur, Amy Jo; Manning, IA  
Halverson, Carmella F.; Norwalk, IA  
Hammel, Christine D.; Keokuk, IA  
Harms, Amy Jean; Mason City, IA  
Harms, Katie Mae; Frederika, IA  
Harrill, Erin Leanne; La Porte City, IA  
Harris, Dawn B. McNally; West Union, IA  
Harris, Jana L.; Des Moines, IA  
Harshman, Carol Ann; Centerville, IA  
Haugen, Elaine K.; Granger, IA  
Havlik, Penny Sue; Iowa Falls, IA  
Hay, Christina Jayne; Bayard, IA  
Henry, Angela Marie; Burlington, IA  
Hernandez, Linda D.; Des Moines, IA  
Herr, Carol J.; Fremont, IA  
Hesselbacher, Erin E.; Scales Mound, IL  
Heuert, Pigeon; Le Mars, IA  
High, Lynn Marie; Jesup, IA  
Hill, Elizabeth Marie; Fort Madison, IA  
Hill, Kathy A.; Humboldt, IA  
Hilyard, Louise E.; Cumberland, IA  
Hoaglund, Crystal Rose; Hartley, IA  
Hodgins, Debra K.; Whiting, IA  
Holub, Jeanne Anne; Buckingham, IA  
Honn, Debbie Ann; Waukon, IA  
Hopp, Candice Jo; Donnellson, IA  
Horak, Robin Renae; Olin, IA  
Howard, Debra J.; Des Moines, IA  
Howell, Alisa Lynn; Wapello, IA  
Hungate, Jessica Lin; Lake City, IA  
Huntington, Sharon Marie; Creston, IA  
Ingman, Doris Ann; Waverly, IA  
Irish, Patricia C.; Loharpe, IL  
Isaacson, Jamie Lynn; Cresco, IA  
Jackson, Norma A.; Independence, IA  
Jackson, Stevie; Osceola, IA  
Jenks, Gena Lou; West Burlington, IA  
Jensen, Debra Kay; Council Bluffs, IA  
Jensen, Julie Ann; Ankeny, IA  
Jensen, Sherry M.; Decorah, IA  
Johnson, Joyce Marie; Davenport, IA  
Johnson, Linda J.; Albia, IA  
Jordan, Janet L.; Oakland, IA  
Kabala, Diane L.; Sioux City, IA  
Kent, Dana Sue; Altoona, IA  
Kimm, Whitney Joana; Marengo, IA  
King, Vanessa M.; Gowrie, IA  
Kirkland, Kacey Ann; Cincinnati, IA  
Klein, Shelia Marie; Sperry, IA  
Klemensen, Thomas Edward; Cedar Falls, IA  
Klosterbuer, Christa Leah; Buffalo Center, IA  
Kollasch, Dawn D.; Emmetsburg, IA  
Koob, Dawn Marie; Jesup, IA  
Kueker, Cherish Marie; Waverly, IA  
Leibfried, Jane C.; Galena, IL  
Lesan, Sarah Marie; Elkhart, IA  
Leshner, Dale Demetral; Fort Madison, IA  
Lewis, David L.; Council Bluffs, IA  
Long, Jennifer Marie; Ottumwa, IA

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**FEBRUARY LPNs** *Continued from page 26*

Long, Joyce E.; Essex, IA  
 Long, Lisa M.; Ames, IA  
 Longhorn, Karen Leigh; Hawarden, IA  
 Lorenzen, Ann Louise; Carroll, IA  
 MacGregor, Tracie Lynn; Spencer, IA  
 Madsen, Lindsey Lee; Storm Lake, IA  
 Manning, Melissa V.; Waterloo, IA  
 Manwarren, Tiffany Elise; Graettinger, IA  
 Martin, Janelle J.; Sheldon, IA  
 Massmann, Beth H.; Paullina, IA  
 Mattes, Joan K.; Bedford, IA  
 Mayberry, Beth Ann; Bloomfield, IA  
 McAlexander, Rebecca Joy; Keokuk, IA  
 McBeth, Jamie Lynn; Rutland, IA  
 McCuen, Dixie Jean; Willisca, IA  
 McDanel, Denise LaGay; Moulton, IA  
 McDanolds, Jessie Marie; Centerville, IA  
 McFarland, Christine Kaye; La Porte City, IA  
 Meeks, Linda L.; Hartwick, IA  
 Meier, Kathleen Sue; Somers, IA  
 Menguito, Maria Christina Cruz; Union City, CA  
 Meyer, Carrie Susan; Washburn, IA  
 Meyers, Tammy Ann; Manly, IA  
 Missel, Donna Elaine; Mount Auburn, IA  
 Moeller, Jessica Lynn; Sioux City, IA  
 Moeller, Valerie A.; Durant, IA  
 Moore, Judith Diane; State Center, IA  
 Morris, Kathryn Ann; Fairfield, IA  
 Murray, Florine K.; Jewell, IA  
 Murray, Rhonda F.; Marion, IA  
 Nachazel, Nicole Lynn; Iowa Falls, IA  
 Nelson, Melody Ann; Lockridge, IA  
 Neustel, Susan D.; Alburnett, IA  
 Nodurft, Rebecca Suzanne; Rock Island, IL  
 Ogle, Brandy Nicole; Council Bluffs, IA  
 Parrott, Renee Lee; Fontanelle, IA  
 Paull, Lisa R.; Ottumwa, IA  
 Paullin, Loretta J.; Winterset, IA  
 Pawletzki, Gertrude K.; Carroll, IA  
 Pederson, Kera Lynn; Cedar Rapids, IA  
 Pelzer, Trisha Brooke; West Liberty, IA  
 Penning, Gina Lynn; Granville, IA  
 Peters, LuAnn G.; Denver, IA  
 Peterson, Barbara Lynn; Carroll, IA  
 Peterson, Peggy Byrdena; Marshalltown, IA  
 Phelps, Jacqueline M.; Holstein, IA  
 Pichit, Chem Chan; Des Moines, IA  
 Pliner, Anne Elizabeth; Callender, IA  
 Polich, Stephanie Leigh; Boone, IA  
 Polski, Diana K.; Waukee, IA  
 Pottebaum, Kristy Lee; Sheldon, IA  
 Price, Deborah; Cedar Rapids, IA  
 Qualls, Iris; Waterloo, IA  
 Ragland, Sheila A.; Macedonia, IA  
 Reandeau, Dorothy Linn; Spencer, IA  
 Reed, Sabrina Jeanette; Fort Dodge, IA  
 Regan, Cherie R.; Asbury, IA  
 Regnier, Angela Marie; Burlington, IA  
 Reik, Laurie A.; Odebolt, IA  
 Reynoldson, Janice L.; Iowa Falls, IA  
 Richards, Marie Margaret; West Burlington, IA  
 Rickle, Melinda Marie; Burlington, IA  
 Ricklefs, Donna Eva; Pocahontas, IA  
 Robinson, Jan Rosanne; Marshalltown, IA  
 Rogers, Olivia Catherine; Unionville, IA  
 Ross, Teresa R.; Savanna, IL  
 Rowe, Jean M.; Rockwell, IA  
 Salton, Denise A.; Spencer, IA  
 Schepers, Lois Joy; Delmar, IA  
 Schneider, Jennifer Lynn; Manning, IA  
 Schneiders, Monica Lynn; Des Moines, IA

Schuckert, Jason Patrick; Guttenberg, IA  
 Schultz, Brian Andrew; North Liberty, IA  
 Schultz, Chaley Jo; Des Moines, IA  
 Schultz, Linda M.; Algona, IA  
 Schwarting, Ann Marie; Williamsburg, IA  
 Scott, Heather Marie; Knoxville, IA  
 Seago, Mary Margaret; Creston, IA  
 Senn, Susan D.; Alton, IA  
 Shaffer, Heather Dawn; Norwalk, IA  
 Sheriff, Betty E.; Belmond, IA  
 Shifflett, Terri L.; Cedar Rapids, IA  
 Shilhanek, Jennifer; Winterset, IA  
 Simon, Melissa Renee; Parkersburg, IA  
 Smith, Nancy J.; DeWitt, IA  
 Smith, Sharon K.; Logan, IA  
 Snyder, Linda K.; Thayer, IA  
 Sparks, Melyse Renee; Belle Plaine, IA  
 Spencer, Kathy Dianne; Pisgah, IA  
 Spink, Deanna J.; Nevis, MN  
 Stam, Gloria; Oskaloosa, IA  
 Starmer, Misty Dawn; Adel, IA  
 Stattelman, Kathie R.; Hawarden, IA  
 Staudt, Margaret Ann; Dublin, CA  
 Steadham, Patricia D.; Pella, IA  
 Steele, Andrea Kay; Fredericksburg, IA  
 Steenhoek, Paula K.; Cedar Rapids, IA  
 Stewart, Kerry Anna; Rockwell City, IA  
 Stochl, Jamie Marie; Colfax, IA  
 Stockman, Linda L.; Luana, IA  
 Stofferan, Michele Lea; Spencer, IA  
 Stokes, Melissa Mae; Keithsburg, IL  
 Stroh, Kay M.; Indianola, IA  
 Strong, Carol A.; Oakland, IA  
 Summerfield, Katherine Louise; Onawa, IA  
 Tafolla, Monique Candiss; Oelwein, IA  
 Textor, Judy A.; Johnston, IA  
 Thayer, Teena Lynn; Sabula, IA  
 Thompson, Jenny Marie; Creston, IA  
 Thompson, Tracy Lynn; Council Bluffs, IA  
 Timmerman, Mary S.; Waukon, IA  
 Trede, Susan K.; Council Bluffs, IA  
 Tucker, Christine Luann; Rock Island, IL  
 Valentine, Theresa Ann; Pocahontas, IA  
 Valline, Lori A.; Ames, IA  
 Van Mersbergen, Stephanie Grace; Cedar, IA  
 Van Roekel, Sara Jane; Hull, IA  
 Vavricka, Nancy A.; Cedar Rapids, IA  
 Velky, Jody Ann; Cedar Rapids, IA  
 Venteicher, Holly Colette; Carroll, IA  
 Volkl, Shelly J.; Walker, IA  
 VonMuenster, Julie K.; Anamosa, IA  
 Ward, Pamela K.; Cedar Rapids, IA  
 Weepie, Judy Kay; Bronson, IA  
 Welch, Kelly Lyn; Menlo, IA  
 Welsh, Larae S.; Osage, IA  
 Wenthold, Donna M.; Cresco, IA  
 West, Patricia R.; Granger, IA  
 Weston, Jane A.; Independence, IA  
 White, Cindy Sue; Waukon, IA  
 Williams, Mary Jessie; Urbandale, IA  
 Willits, Joyce Elaine; Manchester, IA  
 Willms, Linda Maria Reyna; Clarinda, IA  
 Wilson, April Renae; Iowa City, IA  
 Wilson, Karen; Knoxville, IA  
 Wood, Becky J.; Waterloo, IA  
 Yerington, Kellie Ann; Muscatine, IA  
 Young, Valerie; Cedar Rapids, IA

**December RNs**

Abbas, Evaeon R. A.; Hampton, IA  
 Abben, Deborah K.; Mason City, IA  
 Aber, Susan E.; Churdan, IA  
 Abernathey, Linda L.; Newhall, IA  
 Adams, Dawn M.; Davenport, IA  
 Albaugh, Teresea L.; Alleman, IA

Albrecht, Deborah A.; Fort Dodge, IA  
 Alcorn, Linda J.; Saint Marys, IA  
 Aldrich, Carolyn A.; Oxford, IA  
 Allen, Belinda; Runnells, IA  
 Allen, Jean M.; Des Moines, IA  
 Amey, Carolyn Ann; Davenport, IA  
 Amos, Patrice K.; Griswold, IA  
 Andersen, Jennifer Jo; Sioux City, IA  
 Andersen, Steven L.; Des Moines, IA  
 Anderson, Barbara Ellen; Davenport, IA  
 Anderson, Erma Peria; Indianola, IA  
 Anderson, Janis R.; Madrid, IA  
 Anderson, Jessica Ann; North Liberty, IA  
 Anderson, Ronda E.; Cedar Rapids, IA  
 Argetsinger, Linda K.; Lucas, IA  
 Armstrong, Lynn A.; Oskaloosa, IA  
 Arndt, Debra Jean; Badger, IA  
 Arnold, Rachel Elizabeth; Davenport, IA  
 Askam, Joann R.; Muscatine, IA  
 Ayres, Lioness; West Branch, IA  
 Babcock, Lori Anne; Pleasant Hill, IA  
 Bacallan, Cyvil Verdeflor; Davenport, IA  
 Bagwell, Peggy Lorraine; Carroll, IA  
 Bailey, Jackie Lynn; Des Moines, IA  
 Bailey, Wanda S.; Waukee, IA  
 Bain, Holly Ann; Moulton, IA  
 Baker, Mary Kathleen; Atalissa, IA  
 Baraks, Georgia Ann; Coal Valley, IL  
 Bargar, Diana; Knoxville, IA  
 Bargstadt, Kristin Anne; Iowa City, IA  
 Bartlett, Connie; Nashua, IA  
 Bartlett, Maren K.; Clear Lake, IA  
 Bartosh, Kimberly S.; Ankeny, IA  
 Bates, Casey Jo; Fort Dodge, IA  
 Battcher, Suzanne M.; Cedar Falls, IA  
 Bauerly, Diane M.; Sioux City, IA  
 Baumker, Pamela F.; Council Bluffs, IA  
 Beaty, Kathy S.; Des Moines, IA  
 Bechtel, Lisa A.; Des Moines, IA  
 Becker, Christel Liana; Humboldt, IA  
 Beier, Paula A.; Melbourne, IA  
 Bennett, Renee M.; Aurelia, IA  
 Benningfield, Jacquelyn Lea Streets; Aledo, IL  
 Berens, Kimberly; Onawa, IA  
 Bergin, Nadine A.; Sergeant Bluff, IA  
 Bernard, Heidi Jean; Blakesburg, IA  
 Bernau, Amy M.; Manchester, IA  
 Besler, Joann Marie; Epworth, IA  
 Best, Vicki L.; Ankeny, IA  
 Bettcher, Susan; Dubuque, IA  
 Bettis, Karen R.; Webster City, IA  
 Beuter, Penny Marie; Solon, IA  
 Bierle, Donna L.; West Des Moines, IA

Bishop, Meghan Sheay; El Paso, TX  
 Biver, Jolene Rita; Dubuque, IA  
 Black, Ann L.; Ottumwa, IA  
 Black, Trudy L.; West Des Moines, IA  
 Blakesley, Katrina Marie; Morrison, IA  
 Blanchard, Sherry L.; Wever, IA  
 Blank, Catherine Cecelia; Clinton, IA  
 Blazicek, Joye Ellen; Ankeny, IA  
 Bloesch, Melinda; Dubuque, IA  
 Bloxham, Charlene Joy; Grundy Center, IA  
 Blum, John; Council Bluffs, IA  
 Bock, Mary J.; Iowa City, IA  
 Bodenhofer, Dawn Marie; Dyersville, IA  
 Bodensteiner, Elaine M.; West Union, IA  
 Bodin, Sandra S.; Cedar Rapids, IA  
 Boeckenedt, Pamela J.E.; Hills, IA  
 Boeckmann, Kathryn K.; Waverly, IA  
 Boesen, Catherine R.; Waterloo, IA  
 Bohannon, Maxine R.; Norwalk, IA  
 Book, Dianne K.; Walnut, IA  
 Bookin, Sheryl Diane; Ottumwa, IA  
 Booth, Diana F.; Hiawatha, IA  
 Bopes, Paula J. Hamerlinck; Coal Valley, IL  
 Borsdorf, Lynda A.; Galena, IL  
 Bourgeois, Jane C.; Iowa City, IA  
 Bowie, Madonna K.; Oskaloosa, IA  
 Bowman, Diana K.; Coralville, IA  
 Box, Angie Teresa; West Point, IA  
 Boyd, Linda K.; Urbandale, IA  
 Bozman, Susan K. Massey; LeClaire, IA  
 Bradley, Jennifer A.; Cedar Rapids, IA  
 Braymen, Detra D.; Coin, IA  
 Brees, Mary K.; Ottumwa, IA  
 Breitbach, Lynn M.; Panora, IA  
 Brendel, Mary S.; Fruitland, IA  
 Brigham, Marjorie Lynn; Davenport, IA  
 Bro, Kim M.; Cedar Rapids, IA  
 Brooks, Anita Frances; Elma, IA  
 Brooks, Tiffany Love; Des Moines, IA  
 Brown, Barbara A.; Sioux City, IA  
 Brown, Cynthia Renee Wilson; Des Moines, IA  
 Brown, Julie Dianne; Johnston, IA  
 Bruns, Sara Anne; Sigourney, IA  
 Bryant, Laura A.; Waukee, IA  
 Bryant, Beverly Helen; Iowa City, IA  
 Bryant, Diane K.; Norwalk, IA  
 Buck, Owen S.; Davenport, IA  
 Buechler, Lori Lynn; Graettinger, IA  
 Buelow, Sallie Jo; Cedar Rapids, IA  
 Buettner, Julie A.; Burlington, IA  
 Bullard, Sherry Lynn; Clive, IA

Burke, Tamara Ann; Fredericksburg, IA  
 Burkle, Barbara K.; Waverly, IA  
 Burnside, Carol A.; Ottumwa, IA  
 Buse, Shelly J.; Albert City, IA  
 Busse, Ashley Ann; Humboldt, IA  
 Buttel, Nancy K.; Mason City, IA  
 Caccia, Ashley Colleen; Coralville, IA  
 Caddy, Robin Ann; McClelland, IA  
 Cadwell, Wendy; Ida Grove, IA  
 Cain, Sherry L.; Tabor, IA  
 Campbell, Mildred Dianne; Roseburg, OR  
 Canfield, Tina Michele; Macedonia, IA  
 Cannon, Deborah Lee; Independence, IA  
 Cannon, Valiere Anne; Council Bluffs, IA  
 Cantu, Rose Ann; McGregor, IA  
 Carman, Sharon K.; Council Bluffs, IA  
 Carson, Heidi Jo; West Des Moines, IA  
 Carter, Heather Michele; Fruitland, IA  
 Castillo, Margo Leslie; Creston, IA  
 Castle, Jennifer Lynn; Mason City, IA  
 Chance, Vivian D.; Denison, IA  
 Chappell, Elizabeth Jane; Ames, IA  
 Chartier, Susan Cathleen; Sioux City, IA  
 Chensvold, Donald L.; Cedar Rapids, IA  
 Cherkas, Stacie Rae; Sioux City, IA  
 Christeson, Sarah Ann; West Des Moines, IA  
 Claus, Jolene; Anamosa, IA  
 Clausen, Mary R.; Stuart, IA  
 Clayton, Jessica Lea; Osage, IA  
 Cloud, Tami Lea; Sergeant Bluff, IA  
 Cole, Angela Lynn; Emmetsburg, IA  
 Cole, Ruth E.; Ames, IA  
 Colegrove, Tess Ellen; Moline, IL  
 Collins, Rebecca Jean; Britt, IA  
 Collins-Hattery, Ann M.; Cedar Rapids, IA  
 Colton, Ivory Jordane; Bettendorf, IA  
 Comer, Brenda Lee; Tingley, IA  
 Congrove, Marilyn K.; Bettendorf, IA  
 Conner, Ardelle J.; Emmetsburg, IA  
 Conner, Tina Marie; Burlington, IA  
 Conrad, Jean A.; Cascade, IA  
 Cooper, Kellie Jo; Clear Lake, IA  
 Cooper, Sarah Lynn Prush; Des Moines, IA  
 Cornelius, Laura O.; Council Bluffs, IA  
 Cornwell, Natalie Jade; North Liberty, IA  
 Coughenower, Christine Ellen; West Des Moines, IA  
 Courtney, Sandra S.; Ottumwa, IA  
 Cox, Lawanna Hape; Bedford, IA  
 Coy, Cherri D.; West Des Moines, IA  
 Craft, April E.; Bakersfield, CA  
 Craighead, Patricia A.; Pella, IA  
 Craver, Layni Martin; Davenport, IA  
 Crowell, Holly R.; Red Oak, IA  
 Crowley, Jennifer Lynn; Clinton, IA  
 Crumes, Camilla A.; Ottumwa, IA  
 Cullinan, Nina R.; Carroll, IA  
 Cullivan, Pamela S.; Iowa City, IA  
 Cummings, Andrea Marie; Floyd, IA  
 Currier, Maureen; Davenport, IA  
 Curry, Daniel R.; Sioux City, IA  
 Curry, Sandra A.; Des Moines, IA  
 Dahl, Barbra; Sloan, IA  
 Dahl, Heather Jo; Norwalk, IA  
 Daines, Mary J.; West Des Moines, IA  
 Darnell, Rebecca S.; Des Moines, IA  
 Darr, Lisa Dawn; Clinton, IA  
 Darr, Robert W.; Norwalk, IA  
 Daugherty, Mindy L.; Dallas Center, IA  
 Davis, Diane K.; Fort Dodge, IA  
 Davis, Sharyl Marie; Carroll, IA  
 Davison, Suzanne C.; Des Moines, IA  
 Davisson, Cheryl A.; Riverside, IA  
 Day, Ann M.; West Des Moines, IA  
 Day, Kimberly Kay; Mason City, IA  
 Dean, Marilyn P.; Maquoketa, IA  
 Decker, Andy; Corydon, IA  
 Decker, Patricia; West Des Moines, IA  
 Deeds, Amy Lynn; Merville, IA  
 Deets, Jane; Cedar Rapids, IA  
 Dehli, Elizabeth A.; Harpers Ferry, IA  
 DeJong, Patricia Anne; Orange City, IA  
 Delagardelle, Pamela K.; Grundy, IA  
 Denney, Patricia Ricie L.; Sioux City, IA  
 Depfer, Carolyn Frances; Oxford Junction, IA  
 Deraad, Patti J.; Prairie City, IA  
 DeSchepper, Jill Marie; Viola, IL  
 Desotel, Ramona E.; Danville, IA  
 DeVore, Arona Stephanie; Cedar Rapids, IA  
 Deweerdt, Brenda K.; Fulton, IL  
 Dickson, Valree M. Blewett; Ames, IA  
 Dierks, Jolene Marie; Lisbon, IA  
 Dillavou, Marnetta K.; Evansdale, IA  
 Dillon, Kristine Lynn; Cedar Rapids, IA  
 Dirks, Dianna Lea; Ocheyedan, IA  
 Dittman, Tami Jo; Brunsville, IA  
 Doherty, Dennis E.; Iowa City, IA  
 Donnahoo, Sherry Lynn; Spencer, IA  
 Doohen, Donna L.; Sioux City, IA

Doose, Annie Beth; Des Moines, IA  
 Dop, Donna S.; Ankeny, IA  
 Dore, Richard Cullen; Farmington, MO  
 Dorsett, Dee A.; Ottumwa, IA  
 Doty, Debra J.; Cedar Rapids, IA  
 Doubleday, Christine L.; Mount Ayr, IA  
 Dougherty, Jayme Nicole; Belmond, IA  
 Doy, Julie C.; West Des Moines, IA  
 Doyle, Sarah Ann; Cedar Rapids, IA  
 Dozier, Cassondra Lynne; Jefferson, IA  
 Drake, Christine L.; Bagley, IA  
 Duckert, Lanee Jean; Mason City, IA  
 Duckert, Rebecca Lee; Mason City, IA  
 Dufek, Judith M.; Hiawatha, IA  
 Duggan, Michele M.; Dubuque, IA  
 Dugger, Joyce M.; Atalissa, IA  
 Duncan, Christine Ann; Davenport, IA  
 d'Uscio, Margaret Mary; Rochester, MN  
 Duske, Shawna; Davenport, IA  
 Eash, Angela Marie; Kalona, IA  
 Easter, Benna L.; Lamoni, IA  
 Eastman, Holly Nicole; Cedar Rapids, IA  
 Ebersole, Nova J.; Montour, IA  
 Eckerman, Deborah L.; Forest City, IA  
 Eden, Tina M.; Vinton, IA  
 Edenfield, Patricia Kaye; Kensett, IA  
 Edwards, Donna M.; Anamosa, IA  
 Eggers, Cheryl R.; cedar rapids, IA  
 Eide, Polly Ann; Cedar Falls, IA  
 Eland, Tracey Lynn; Bonaparte, IA  
 Ellis, Teresa M. Judge-; Iowa City, IA  
 Elsenbast, Marie J.; Spencer, IA  
 Elwinger, Lynne R.; Eldridge, IA  
 Engel, Gloria G.; Coralville, IA  
 English, Marita Jo; Fort Dodge, IA  
 Eppler, Kristi Marie; Dubuque, IA  
 Eral, Gayle A.; Spirit Lake, IA  
 Erickson, Linda A.; Sioux City, IA  
 Ernst, Rosealee A.; Bloomfield, IA  
 Etter, Karen K.; Davenport, IA  
 Evans, Denise N.; Vinton, IA  
 Evans, Jennifer; Iowa City, IA  
 Evans, Jennifer Lindsey; Laclede, MO  
 Evans, La Donna R.; Jackson, MN  
 Even, Janet M.; Worthington, IA  
 Fagan, Cynthia A.; Cedar Rapids, IA  
 Falcon, Karen Ann; Keokuk, IA  
 Farmer, Kyle E.; Des Moines, IA  
 Fay, Alayna; Waukee, IA  
 Feddersen, Joyce L.; Clive, IA  
 Fehrl, Bradley Phillip; Creston, IA  
 Fenner, Debra Ann; Clovis, CA  
 Ferguson, Leslie K.; Adair, IA  
 Ferring, Mary E.; Van Meter, IA  
 Fiedler, Dawn M.; Scales Mound, IL  
 Findley, Sharon R.; Afton, IA  
 Firestone, Sharon C.; Council Bluffs, IA  
 Fish, Allison H.; Ottumwa, IA  
 Fisher, Rebecca A.; Mount Auburn, IA  
 Fitzgerald, Monica R.; Urbandale, IA  
 Flack, Brenda J.; Davenport, IA  
 Fleener, Diedre K.; Iowa City, IA  
 Fleming, Kathleen A.; Des Moines, IA  
 Fleurette, Lois J.; Waterloo, IA  
 Fliehler, Brenda R.; Arlington, IA  
 Flier, Natasha Lyn; Rock Rapids, IA  
 Flor, Susan K.; Council Bluffs, IA  
 Foit, Lori D.; Eldridge, IA  
 Foltz, Tracy Ann; Camanche, IA  
 Forbes, Verna; Tucson, AZ  
 Ford, Elizabeth E.; Sioux City, IA  
 Fordyce, Amy L.; Carroll, IA  
 Forsyth, Barbara J.; Dunkerton, IA  
 Foster, Diane Kay; Altoona, IA  
 Foster, Joyce I.; Manchester, IA  
 Foster, Karin Clare; Colfax, IA  
 Foust, Kathy J. Minks; Sigourney, IA  
 Fouts, Edra J.; Norwalk, IA  
 Fowler, Lisa Mae; Aurelia, IA  
 Fowlkes, Nichole Lynn; Waterloo, IA  
 Fox, Susan Ellen; Missouri Valley, IA  
 Fraise, Lawanna Lynn; Fort Madison, IA  
 Frank, Kimberly Lynn; Cedar Rapids, IA  
 Franklin, Jeannie; Sioux City, IA  
 Franks, Rebecca; Essex, IA  
 Frees, Melanie G.; Tiffin, IA  
 Freese, Kathy Kay; Manilla, IA  
 Fremming, Barbara L.; Ankeny, IA  
 Frick, Stephanie L.; Altoona, IA  
 Fryauf, Traci Hierseman; West Branch, IA  
 Fuller, Sheryl A.; Centerville, IA  
 Fulrath, Janell Rae; Bettendorf, IA  
 Funk, Kristi K.; Spirit Lake, IA  
 Funke, Carol A.; Hiawatha, IA  
 Gabel, Katherine L.; Keokuk, IA  
 Gabrielson, Constance A.; Dubuque, IA  
 Gaffney, Virginia E.; Iowa City, IA  
 Gassmann, Ruth A.; Ankeny, IA  
 Gaster, Lori Lynn; Walford, IA  
 Gaunitz, Kristy Lea; Lansing, IA  
 Gay, Carol A.; Oskaloosa, IA  
 Geery, Linda L.; Knoxville, IA  
 Gehrls, Laura J.; Hiawatha, IA  
 Geisler, Katherine M.; Paton, IA

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**DECEMBER RNS** *Continued from page 28*

Overholt, Troy L.; Cedar Falls, IA  
 Overton, Tamara Ann; Windsor Heights, IA  
 Owen, Ruth C.; Guthrie Center, IA  
 Owen, Sara Lee; West Des Moines, IA  
 Oxley, Celesta Marie; Spencer, IA  
 Pacholke, Janann M.; Dubuque, IA  
 Paetznick, Julie A.; Stuart, IA  
 Palazzo, Carol Anne; Clive, IA  
 Palmer, Phyllis Jean; Ottumwa, IA  
 Palmer, Vicki L.; Oakland, IA  
 Parker, Lisa G.; Elk Horn, IA  
 Parman, Sheri Lynn; Robins, IA  
 Parsons, Jodi Lynn; Lineville, IA  
 Pastorik, Debra M. Van Horne-; Des Moines, IA  
 Patrick, Beverly J.; Burlington, IA  
 Paul, Ellen Joan; Iowa City, IA  
 Pauley, Sara Nicole; Denison, IA  
 Paulson, Mary C.; Springville, IA  
 Paustian, Elizabeth A.; Durant, IA  
 Payne, Susan A.; Eldridge, IA  
 Peleck, Mara M.; Rock Island, IL  
 Pelleymounter, Crystal; Des Moines, IA  
 Peno, Sandra M.; Carlisle, IA  
 Peppers, Linda M.; Ankeny, IA  
 Perez, Jody Danielle; Cedar Rapids, IA  
 Perkins, Karon L.; Clinton, IA  
 Peters, Mary C.; Sigourney, IA  
 Peters, Tiffany Kay; Altoona, IA  
 Peterson, Joan; Harcourt, IA  
 Pezzella, Patricia H.; Iowa City, IA  
 Pfeiffer, Dawn J.; Bettendorf, IA  
 Pharr, William Ryan; Muscatine, IA  
 Phearman, Catherine A.; Mason City, IA  
 Phipps, Delores; Ogden, IA  
 Pierce, Dee Ann; Hamilton, IL  
 Pike, Sarah Ann; West Des Moines, IA  
 Pippin, Jacqueline K.; Marshalltown, IA  
 Pisa, Barbara Ann; New Baltimore, MI  
 Pisarik, Shirley K.; Cedar Rapids, IA  
 Plaza, Wendy Catalina; Coal Valley, IL  
 Plock, Karen M.; Lone Tree, IA  
 Plueger, DeeAnn; Ames, IA  
 Plummer, Sharon D.; Council Bluffs, IA  
 Pobanz, Rebecca Susan; Owatonna, MN  
 Porter, Tania R.; Des Moines, IA  
 Porth, Suzanne M.; Mount Pleasant, IA  
 Potter, Amie A.; Griswold, IA  
 Pottorff, Gloria J.; Indianola, IA  
 Powelson, Melinda; Marion, IA  
 Powers, Ann L.; Dubuque, IA  
 Pratt, Elizabeth N.; Sioux City, IA  
 Pratt, Melissa Quiber; Salem, IA  
 Pullen, Anita Ann; Colona, IL  
 Punswick, Terry Lee; Reno, NV  
 Punt, Sheila Kae; Pella, IA  
 Putnam, Nancy J.; Ankeny, IA  
 Putnam, Tana Terese; Council Bluffs, IA  
 Quam, Sandra M.; Jefferson, IA

Quinn, Kim M.; Washington, IA  
 Rakstang, Mark Steven; Schaumburg, IL  
 Ramsey, Marlene R.; Sac City, IA  
 Ramthun, Joan L.; Manson, IA  
 Randall, Steffanie Sue; Ottumwa, IA  
 Randolph, Barbara J.; Goose Lake, IA  
 Rankin, Kelly S.; Burlington, IA  
 Rasso, Tonya Marie; Saint Petersburg, FL  
 Ratchford, Pam M.; Independence, IA  
 Raymond, Katherine Terese; Ankeny, IA  
 Reagan, Jennifer Beth; Moline, IL  
 Redmond, Jennifer Marie; Dubuque, IA  
 Reecy, Tracy Lynn; Ames, IA  
 Reese, Kathleen R.; Urbandale, IA  
 Regan, Janice E.; West Des Moines, IA  
 Rehder, Mary K.; Lake Park, IA  
 Reimers, Dawn Patricia; Wesley, IA  
 Reinertson, Karen L.; Cedar Rapids, IA  
 Renaud, Linda Marie; New Sharon, IA  
 Renner, Debby; Ottumwa, IA  
 Renslow, Virginia Lou; Stuart, IA  
 Rexroat, Mary J.; Des Moines, IA  
 Reyes, Tamara S.; Wapello, IA  
 Rhoades, Bonita L.; Ottumwa, IA  
 Rhyne, Steve Allen; Columbia, MO  
 Ribando, Jean B.; Sioux City, IA  
 Richards, Belinda Marie; Carroll, IA  
 Richter, Patricia A.; Clinton, IA  
 Ridge, Lisa C.; Ottumwa, IA  
 Ridgeway, Amanda Jo; What Cheer, IA  
 Riedemann, Kathryn D.; Council Bluffs, IA  
 Rieken, Nancy E.; Cedar Rapids, IA  
 Rife, Mary E.; Des Moines, IA  
 Ripley, Barbara P.; Waverly, IA  
 Robbins, Jaime Lynn; Waverly, IA  
 Roberts, Julia Kersten; Des Moines, IA  
 Roberts, Tanya Lea; Dunlap, IA  
 Robertson, Lynne Marie; Urbandale, IA  
 Robinson, Lori L.; Shelby, IA  
 Rodriguez, Jessica Jane; Cedar Rapids, IA  
 Roeth, Jodi; Dubuque, IA  
 Rogers, Melynda J.; Altoona, IA  
 Rokes, Julie A.; Perry, IA  
 Rollberg, Marilyn J.; Cedar Rapids, IA  
 Roman, Carla S.; Davenport, IA  
 Romig, Jennifer Marie; Boone, IA  
 Rooney, Gwendolyn M.; Rockford, IA  
 Rorabaugh, Marcia D.; Colfax, IA  
 Rosenthal, Beth E.; Galena, IL  
 Rossing, Patricia L.; Gilmore City, IA  
 Rossmanith, Annette T.; Churdan, IA  
 Roth, Charla R.; Mount Pleasant, IA  
 Rothlisberger, Judy; Eldorado, IA  
 Rowe, Kathryn Jeneva; North English, IA  
 Rubenking, Joy A.; Norwalk, IA  
 Rubino, Jennifer Lynn; Des Moines, IA  
 Ruby, Brenda Lee; Des Moines, IA  
 Ruden, Jessica Lynn; Asbury, IA

Ruser, Alyne Renae; Davenport, IA  
 Sabers, Joseph; Ames, IA  
 Sacquitne, Nancy J.; Decorah, IA  
 Salkil, Deborah F.; Davenport, IA  
 Sargent, Jodi J.; Altoona, IA  
 Savick, Deanne P.; Ogden, IA  
 Sbiral, Kathryn M.; Waterloo, IA  
 Schaffner, Mary Margaret; Rock Port, MO  
 Schares, Lynn; Jesup, IA  
 Schiltz, Carol L.; Iowa City, IA  
 Schindler, Debra R.; Hinton, IA  
 Schlotfelt, Marcy A.; Cedar Rapids, IA  
 Schmidt, Cheryl Ann; Portsmouth, IA  
 Schmit, Carolyn M.; Waterloo, IA  
 Schneider, Joan E.; Mason City, IA  
 Schockemoehl, Nichole Lynn; Dubuque, IA  
 Schoeller, Marilyn A.; Clear Lake, IA  
 Schoenrock, Rachel C.; Hinton, IA  
 Schrader, Kathryn A.; Decorah, IA  
 Schroeder, Della J.; Maquoketa, IA  
 Schueler, Kimberly; Vinton, IA  
 Schultheis, Carie Ann; Clinton, IA  
 Schumacher, Janice M.; DeWitt, IA  
 Schurtz, Cheryl K. E.; Mason City, IA  
 Schutte, Sheryl M.; Clinton, IA  
 Schwartz, Joanne S.; Bettendorf, IA  
 Scott, Jody L.; Davenport, IA  
 Seff, Joyce E.; Hiawatha, IA  
 Selden, Elaine M. H.; W.. Des Moines, IA  
 Seward, Jeremy Steven; Hornick, IA  
 Shaffer, Annette Lynn; Swisher, IA  
 Shaw, Jeanette M.; North Liberty, IA  
 Sheehan, Theresa Mary; Fairfield, IA  
 Sheker, Carol A.; Iowa City, IA  
 Shewry, Barbara Sue; Ottumwa, IA  
 Shipley, Colleen E.; Sigourney, IA  
 Shirley, Mary S.; Ottumwa, IA  
 Sieck, Debrah S.; Council Bluffs, IA  
 Sieleman, Jane D.; Davenport, IA  
 Sierra, Laura Elizabeth; Moline, IL  
 Silver, Pamela Jean; Iowa City, IA  
 Simmer, Krista; West Des Moines, IA  
 Simmons, Renee C.; Marion, IA  
 Sinram, Lois A.; Waterloo, IA  
 Sipes, Heather Kristen; Des Moines, IA  
 Sitzmann, Jolynn Ann; Le Mars, IA  
 Siverly, Holly Michelle; Lenox, IA  
 Skalla, Kay S.; Scranton, IA  
 Slattry, Sharon A.; North Liberty, IA  
 Sleeth, Jessica Linn; Des Moines, IA  
 Smith, Carla S.; Indianola, IA  
 Smith, Diane M.; Pleasant Hill, IA  
 Smith, Erin Melissa; Storm Lake, IA  
 Smith, Lynn E.; Eagle Grove, IA  
 Smith, Rebecca W.; Fort Atkinson, IA  
 Snedeker, Carol Daebler; Storm Lake, IA  
 Snider, Sue E.; Boone, IA  
 Snobl, Barbara A. Hershey; Central City, IA  
 Snyder, Linda Bernice; Orrick, MO  
 Snyder, Lyndia Annette; Rowley, IA  
 Solinger, Holly Marie; Altoona, IA  
 Souhrada, Cynthia Sue; Lime Springs, IA  
 Sparks, Lisa Diane; La Porte City, IA  
 Specketer, Peggy J.; Rembrandt, IA  
 Spencer, Carol A.; Bettendorf, IA  
 Spicer, Josh Louis; Davenport, IA  
 Spicknall, David W.; Iowa City, IA  
 Spieler, Stephanie J.; Marcus, IA  
 Spurgeon, Roberta J.; Bloomfield, IA  
 Stadlander Lu, Jennifer J.; Eldora, IA  
 Stanford, Rochelle K.; Evansdale, IA  
 Stark, Jessica G.; Cedar Rapids, IA  
 Starr, Margo K.; Panora, IA

State, Emily Marie; Dows, IA  
 Staudt, Elizabeth A.; Mason City, IA  
 Steenhoek, Mathilde; Lucas, IA  
 Steenhoek, Susan M.; Prairie City, IA  
 Steffensmeier, Amy C.; Cedar Rapids, IA  
 Stephen, Shirley A.; Mason City, IA  
 Stephenson, Shannon Lea; Churdan, IA  
 Ster, Elizabeth M. Rickels-; Center Point, IA  
 Stevenson, Phyllis Lotus; Waterloo, IA  
 Stewart, Sharon M.; Columbus Junction, IA  
 Stigliani, Marie A.; Cedar Falls, IA  
 Stiles, Samantha Joy; Grimes, IA  
 Stille, Shirley M.; Aitkin, MN  
 Stohlmeyer, Elizabeth J.; East Moline, IL  
 Stoner, Tina Rae; Laporte, CO  
 Stopko, Lori R.; Tiffin, IA  
 Stoskopf, Laurie Lee; Rochester, MN  
 Stover, Miranda Millie; Milford, IA  
 Stover, Sharon Rebecca; Norwalk, IA  
 Strabala, Kathleen D.; Iowa City, IA  
 Strawn, Tonya Michelle; Des Moines, IA  
 Suiter, Rusty Lee; LeClaire, IA  
 Sullivan, Lisa J.; Altoona, IA  
 Sulzberger, Tracey Lin; Muscatine, IA  
 Summers, Brandy Lee; Bloomfield, IA  
 Swanson, Evonne F.; Iowa City, IA  
 Swanson, Melody Marie; Fort Dodge, IA  
 Swart, Rosanna Gertrude; Spencer, IA  
 Swartzendruber, Julie Ann; Washington, IA  
 Sweet, Dawn Eulilia; Canton, MO  
 Swestka, Diana E. Amundson-; Cresco, IA  
 Swihart, Jessica; Ankeny, IA  
 Tam, Pamela S.; Polk City, IA  
 Tauchen, Kris K.; Iowa City, IA  
 Taylor, Kristin Lindsey; Marion, IA  
 Tebbitt, Joyce Loretta; Bettendorf, IA  
 Tessmer, Teri L.; Evansdale, IA  
 Thomas, Jayne Renee; Cedar Rapids, IA  
 Thomas, Julia A.; Bedford, IA  
 Thomas, Mary K.; Bondurant, IA  
 Thompson, Brandy Lee; Blue Grass, IA  
 Thornton, Teresa L.; Des Moines, IA  
 Thorson, Jennifer Kaye; Holstein, IA  
 Throne, Susan E.; Sioux City, IA  
 Tiemens, Christina; Urbandale, IA  
 Tieso, Christine Anne; Clinton, IA  
 Tigges, Cathleen S.; Carroll, IA  
 Tlotta, Michele L.; West Des Moines, IA  
 Titus, Crystal Eve; Waterloo, IA  
 Todd, Sharon Leslie; Bettendorf, IA  
 Tomlinson, Kathryn Joann; Oskaloosa, IA  
 Tong, Hanh Thi; Des Moines, IA  
 Torrez, Melinda Colette; Fort Dodge, IA  
 Townsend, Teresa L.; Waterloo, IA  
 Tresnak, Christine Anne; Dysart, IA  
 Tripp, Lorraine K.; Floyd, IA  
 Trout, Kathryn A.; Moline, IL  
 Tuftee, Doris J.; Long Grove, IA  
 Tupper, Margaret E.; Logan, IA  
 Turk, Margaret A.; Creston, IA  
 Turner, Jane M.; Atlantic, IA  
 Tuzzio, Renee Rose; Spencer, IA  
 Ulmer, Joyce D.; Harlan, IA  
 Urbain, Sandra Jean; Peosta, IA  
 Utley, Michelle D.; Slater, IA  
 Utter, Steve; Clive, IA  
 Vahrenwald, Amy Noel; Bettendorf, IA  
 Valvick, Annette M.; Swea City, IA  
 Van Laere, Susan Anne; Mason City, IA  
 Van Loon, Paula Sue; Eddyville, IA  
 Van Voorst, Victoria Lee; Oxford, IA

Van Zandbergen, Robin Lynn; Orange City, IA  
 VanCamp, Pamela S.; Bettendorf, IA  
 VandeBerg, Michelle Lynn; Marion, IA  
 VandenBrink, Lisa B.; Ireton, IA  
 Vander Linden, Susan J.; Indianola, IA  
 VanderVliet, Kathlene L.; Sheldon, IA  
 VanderWal, Christine S.; Storm Lake, IA  
 Vanhemert, Caryn; Pella, IA  
 Vanroekel, Randy D.; Orange City, IA  
 Vanzuuk, Robert A.; Des Moines, IA  
 Vargason, Miriam Beth; Coralville, IA  
 Varner, Phillip Ray; Sacramento, CA  
 Ver Steeg, Angela G.; Cedar Rapids, IA  
 Vermeys, Shawnya D.; Estherville, IA  
 Vermillion, Janet Lynn; Council Bluffs, IA  
 Verry, Holly Ann; Williamsburg, IA  
 Vesely, Mary Grace; Waterloo, IA  
 Viles, Helen K.; Fenton, MO  
 Villalobos, Jill M.; Altoona, IA  
 Vogt, Angeline S.; Council Bluffs, IA  
 Vogt, Ashley Marie; Hartley, IA  
 Vos, Margaret M.; Sheldon, IA  
 Waggoner, Rusty Lee; Clive, IA  
 Walerius, Theresa Ann; Albany, IL  
 Walker, Denise R.; Swisher, IA  
 Walker, Peggy S.; Hedrick, IA  
 Walkup, Erin; Afton, IA  
 Walter, Donna L.; Madrid, IA  
 Wanamaker, Robin Lynn; Sergeant Bluff, IA  
 Warburton, Monica Noel; Hubbard, IA  
 Warburton, Roxanne Kae; Everly, IA  
 Warhurst, Tammy L.; Davenport, IA  
 Warner, Christine L.; Bennett, IA  
 Warrick, Beth Diane; Polk City, IA  
 Watt, Kathy Lynn; Davenport, IA  
 Watters, Elley Suzanne; Farley, IA  
 Weaver, Carole L.; Des Moines, IA  
 Weber, Crista Noelle; Dubuque, IA  
 Webering, Susan T.; Glenwood, IA  
 Webster, Kristi Lynn; Dallas City, IL  
 Webster, Mary Anne; Evansdale, IA  
 Wedeking, Dana F.; Waverly, IA  
 Weese, Debra L.; Hampton, IA  
 Weieneth, Elizabeth M.; Webster City, IA  
 Weih, Kimberly Faye; Waterloo, IA  
 Weiland, Amanda Marie; Le Mars, IA  
 Weiland, Kimberley Sue; Sherrill, IA  
 Weiss, Rick; Fort Dodge, IA  
 Welcher, Emma J.; Winfield, IA  
 Weldon, Allison Marie; Oxford, IA  
 Wells, Chad Dennis; Bettendorf, IA  
 Wells, Julia Ann; Ireton, IA  
 Welp, Jessica Lee; North Liberty, IA  
 Welsh, Carey; Moline, IL  
 Weltha, Karen M.; Story City, IA  
 Wendel, Julie Ann; Mason City, IA  
 Werch, Robert Allen; Ionia, IA  
 Werner, Christine L.; Burlington, IA  
 West, Amy Beth; Harvey, IA  
 Westgaard, Celeste Adale; Clarinda, IA  
 Weydert, Diane K.; Humboldt, IA  
 Wheeler, Julie Ellen; Davenport, IA  
 White, Kari L.; Cedar Rapids, IA  
 White, Tatum J.; Melbourne, IA  
 Whitesell, Christine Sue; La Porte City, IA  
 Whitty, Susan R.; Dubuque, IA

Wiertsema, Michelle L.; Farragut, IA  
 Wiese, Meri J.; New Hartford, IA  
 Wikstrom, Mary S.; Sergeant Bluff, IA  
 Wild, Kathleen L.; Kalona, IA  
 Wildermuth, Melinda Marie; Geneseo, IL  
 Wildman, Kerrie Lea; Oxford, IA  
 Wilkening, Linda; Mount Pleasant, IA  
 Wilkinson, Susan M.; Marshalltown, IA  
 Willadson, Maxine E.; Chariton, IA  
 Williams, Brenda L.; Iowa City, IA  
 Williams, Crystal Dawn; Ottumwa, IA  
 Williams, Dana D.; Lacona, IA  
 Williams, Jacquelyn A.; Fort Madison, IA  
 Williams, Linda L.; Des Moines, IA  
 Wilson, Marcie Lynne; Ankeny, IA  
 Winkler, Jenive F.; Clive, IA  
 Winkowitsch, Kara D.; Manchester, IA  
 Wirtz, Laura M.; Waukee, IA  
 Withrow, Kiersten Kielwasser; Ames, IA  
 Witt, Mary L.; Macksburg, IA  
 Wolbers, Ramona R.; Bettendorf, IA  
 Wood, Linda L.; Des Moines, IA  
 Woodall, Julie M.; Spirit Lake, IA  
 Wood-Rylander, Mary Beth; Port Byron, IL  
 Woods, Amy C.; Le Mars, IA  
 Woods, Norman K.; Keokuk, IA  
 Workman, Deborah L.; Chariton, IA  
 Wostrel, Julia Ann; Nevada, IA  
 Wright, Denise Kay; Jefferson, IA  
 Wunschel, Nicole Renee; Lake View, IA  
 Wurth, Arlin Ayala-; Tiffin, IA  
 Wyman, Elizabeth D.; Ankeny, IA  
 Yoder, Charlotte K.; Oskaloosa, IA  
 Yoder, Jeri Renae; Coralville, IA  
 Young, Karen K.; Waukee, IA  
 Young, Sheryl L.; Creston, IA  
 Zajic, Kathleen M.; McClelland, IA  
 Zarestky, Ronnie Dione; Council Bluffs, IA  
 Zeller, Jody; Ottosen, IA  
 Zelsdorf, Mary Lou; Davenport, IA  
 Zeman, Chelsea Rae; Dubuque, IA  
 Zigrang, Jennifer Saari; Eagle Grove, IA  
 Zimmerman, Sharyn Marie; Earling, IA  
 Zook, Susan L.; Unionville, IA  
 Zwiefel, Laura L.; Burt, IA

**January RNS**

Abens, Judith E.; Humboldt, IA  
 Adam, Laurie J.; Farnhamville, IA  
 Adams, Angela Lynn; Burlington, IA  
 Adams, Deborah L.; Dubuque, IA  
 Adams, Holly Lynn; Van Meter, IA  
 Adrian, Darla K.; Charlotte, IA  
 Ager, Wendy; Tripoli, IA  
 Aguilar, Melissa K.; LeClaire, IA  
 Aguirre, Tamara Jean; Cherokee, IA  
 Ahn, Tiffany Jaye; Newton, IA  
 Akers, Dawn M.; Waverly, IA  
 Albrecht, Kerrie D.; Lenexa, KS  
 Alitz, Lori K.; Mason City, IA  
 Allee, Shirley; Cedar Falls, IA  
 Alleman, Sarah Christine; Des Moines, IA  
 Allender, Courtney A.; Des Moines, IA  
 Allison, Lori L.; Davenport, IA  
 Altenhofen, Pamela K.; Spencer, IA

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**JANUARY RNs** *Continued from page 29*

Althaus, Debra A.; Durango, IA  
 Aman, Susan M.; Iowa City, IA  
 Amhof, Natalie G.; Long Grove, IA  
 Amsbaugh, Angelika; Cresco, IA  
 Andersen, Janet A.; Crescent, IA  
 Anderson, Angelina Laura; Ankeny, IA  
 Anderson, Barbara A.; Davenport, IA  
 Anderson, Carol A.; Armstrong, IA  
 Anderson, Erika L.; DeWitt, IA  
 Anderson, Janann M.; Swisher, IA  
 Anderson, Jennifer Ann; Windsor Heights, IA  
 Anderson, Joan M.; Des Moines, IA  
 Anderson, Jody A.; Newton, IA  
 Anderson, Kristen Michelle; Council Bluffs, IA  
 Anderson, Lucinda; Moline, IL  
 Anderson, Mary M.; New London, IA  
 Anderson, Rachel Lynne; Bend, OR  
 Anderson, Tarah Lynn; Colo, IA  
 Anderson, Victoria L.; West Des Moines, IA  
 Angle, Cathleen A.; Ottumwa, IA  
 Angran, Jennifer Renee; Albia, IA  
 Anhalt, Andrea Renee; Waverly, IA  
 Ankenbauer, Donna M.; Dedham, IA  
 Annis, Lana L.; Douds, IA  
 Antonini, Connie S.; Cedar Rapids, IA  
 Armstrong, Julia A.; Robins, IA  
 Arneson, Rebecca L.; Joice, IA  
 Arntson, Shelly A.; Cedar Falls, IA  
 Asmus, Sue A.; Belmond, IA  
 Atherton, Linda Eileen; Crescent, IA  
 Atkins, Kristine L.; Callender, IA  
 Auge, Debra L.; Wever, IA  
 Aughe, Ruth A.; Villisca, IA  
 Aves, Delaine M.; Melbourne, IA  
 Bacon, Becky J.; Garnavillo, IA  
 Bagwell, Molly Collins; Eldridge, IA  
 Bahl, Jane L.; Durango, IA  
 Bainbridge, Catherine Kristine; Sioux City, IA  
 Bair, Lanett Kay; Badger, IA  
 Baker, Laura L.; Des Moines, IA  
 Baldwin, Suzanne J.; Nashua, IA  
 Barber, Jacklyn Rae; Sioux City, IA  
 Bard, Diane Lyn; Eagle Grove, IA  
 Barickman, Julie K.; Garner, IA  
 Bark, Dona L.; DeWitt, IA  
 Barr, Rosemary F.; Ames, IA  
 Barrett, John Edward; West Des Moines, IA  
 Barrett, Shelbie Renee; Grimes, IA  
 Barrick, Teresa L.; Hampton, IA  
 Barry, Jodi Marie; Holstein, IA  
 Barta, Karen J.; Cedar Rapids, IA  
 Bartholomew, Stephanie J.; Austin, MN  
 Barton, Rinette; Iowa City, IA  
 Bartosch, Linda A.; Davenport, IA  
 Bascom, Glenda M.; Guthrie Center, IA  
 Batien, Melanie Kay; Sioux City, IA  
 Baxter, Lucille F.; Blythedale, MO  
 Bayer, Robert James; Glenwood, IA  
 Beachy, Kristina M.; Coralville, IA  
 Beam, Linda M.; Taylor Ridge, IL  
 Becker, Theresa A.; Humboldt, IA

Beckman, Sally A.; Iowa City, IA  
 Beechum, Sandra Yvonne; Rock Island, IL  
 Beem, Stacie Lee; Denver, IA  
 Behm, Janice K.; Woodbine, IA  
 Bell, Michelle; Rockwell, IA  
 Bellas, Karen Ann; Washington, DC  
 Beneke, Kammi Sue; Pocahontas, IA  
 Bennett, Julie K.; Grimes, IA  
 Benson, Janet L.; Cedar Falls, IA  
 Bentley, Lindsay Nicolle; Oakland, IA  
 Berendzen, Jenna Zalk; Cedar Falls, IA  
 Bergen, Deborah A.; Sioux City, IA  
 Bernhardt, Suzanne; Coal Valley, IL  
 Bernholtz, Julie C.; West Des Moines, IA  
 Berns, Angela Jo; West Des Moines, IA  
 Berry, Mary; Winterset, IA  
 Beswick, Susan M.; Rock Island, IL  
 Bierschenk, Ruth M.; Nashua, IA  
 Billeter, Janet M.; Lorimor, IA  
 Bimm, Lorna M.; Bettendorf, IA  
 Binder, Dianne; Royal, IA  
 Bischoff, Patricia J.; Grundy Center, IA  
 Bishay, Janet A.; Fort Dodge, IA  
 Bishop, Theresa Marie; Dundee, IA  
 Black, Tycki L. Odefey-; Onawa, IA  
 Blais, Heather Michelle; Marshalltown, IA  
 Blau, Linda M.; Alexander, IA  
 Bleuer, Nancy E.; Moline, IL  
 Blodgett, Deborah Ann; Council Bluffs, IA  
 Bloodsworth, Elizabeth Ann; Davenport, IA  
 Blum, Shonda L.; Neola, IA  
 Blume, Sherri M.; Sumner, IA  
 Boardman, Rachel Marie; Ankeny, IA  
 Bockenstedt, Gloria J.; Dyersville, IA  
 Boeckholt, Brooke Lynn; Buffalo Center, IA  
 Boeding, James Andrew; Cedar Rapids, IA  
 Boell, Lisa J.; Council Bluffs, IA  
 Boes, Elaine L.; Emmetsburg, IA  
 Boese, Deanna D.; Council Bluffs, IA  
 Bohner, Susan N.; Story City, IA  
 Bond, Dixie L.; Solon, IA  
 Bonner, Joyce M.; Waukee, IA  
 Booher, Angela; Des Moines, IA  
 Borkowski, Marilyn S.; Carroll, IA  
 Borkowski, Mary Ann; Carroll, IA  
 Borts, Elana Carol; Colfax, IA  
 Boshart, Michelle Leigh; Washington, IA  
 Bostwick, Barbara K.; Altoona, IA  
 Bouchard, Vicki; Calamus, IA  
 Bowers, Linda Jean; Hephzibah, GA  
 Boyd, Carol K.; Hamlin, IA  
 Boyd, Kevin L.; Windsor Heights, IA  
 Boyer, Barbara K.; Brandon, IA  
 Boyer, Joann Ida; Saint Lucas, IA  
 Boysen, Ann Marie; Pocahontas, IA  
 Bradley, Donald R.; Waterloo, IA  
 Bragg, Carolyn J.; Des Moines, IA  
 Brand, Tiffany; Missouri Valley, IA  
 Brands, Heather Ann; Inwood, IA  
 Brandt, Ellen R.; Lee Summit, MO

Brandt, Lisa Nicole; West Des Moines, IA  
 Braton, Cheryl LaVonne; Cedar Falls, IA  
 Breitbach, Jill Marie; Des Moines, IA  
 Brendel, Celesta Louise; Riverside, IA  
 Brickman, Barbara A.; Evansdale, IA  
 Brighton, Veronica A.; Iowa City, IA  
 Bristow, Joan M.; Coralville, IA  
 Brokaw, Rose-Alice E.; Solon, IA  
 Brooks, Dawn; Denver, CO  
 Brown, Connie Cecelia; Fort Madison, IA  
 Brown, Debra D.; West Des Moines, IA  
 Brown, Jessica Marie; Des Moines, IA  
 Brown, Kelly Marie; Cedar Rapids, IA  
 Brown, Linda D.; Des Moines, IA  
 Brown, Mary T.; Glidden, IA  
 Brown, Renee Annette; Keswick, IA  
 Brugioni, Shelley L.; Ankeny, IA  
 Bruinsma, Mardrana; Sioux Center, IA  
 Brush, Kathryn Louise; Urbandale, IA  
 Buchheit, Kathleen C.; Sioux City, IA  
 Buck, Jacqueline Marie; Urbandale, IA  
 Buckingham, Justine Marie; Leon, IA  
 Buckwalter, Kathleen C.; Iowa City, IA  
 Buege, Signe C.; Lansing, IA  
 Bunkofske, Catherine J.; Garner, IA  
 Burgin, Amber Crystal; Perry, IA  
 Burke, R. Diane; Davenport, IA  
 Butikofer, Sandra K.; Manchester, IA  
 Bytnar, Sara Elizabeth; Davenport, IA  
 Cain, Janeille Ann; Ireton, IA  
 Caldwell, Lorene Denise; Des Moines, IA  
 Campbell, Kathryn M.; Johnston, IA  
 Campbell, Lori R.; Guthrie Center, IA  
 Carlson, Nancy A.; Waukee, IA  
 Carlson, Sharon K.; Winterset, IA  
 Carlton, Debra Lee; Bettendorf, IA  
 Carr, Susan E.; Milford, IA  
 Carr, Tamyka Nicole; Saint Paul, MN  
 Carrigan, Melanie L.; Eagle Grove, IA  
 Carritt, Megan Christine; Urbandale, IA  
 Carroll, Elissa Amber; Cedar Rapids, IA  
 Carroll, Jamie; Ankeny, IA  
 Carter, Darla S.; Solon, IA  
 Carzoli, Susan K.; Ankeny, IA  
 Casber, Susan L.; Des Moines, IA  
 Casselman, Sandra; Moline, IL  
 Castelline, Carole J.; Des Moines, IA  
 Castle, William G.; Creedmoor, NC  
 Ceilley, Yvonne J.; Cedar Falls, IA  
 Celichowski, Barbara A.; Marion, IA  
 Chambers, Laurel I.; Eagleville, MO  
 Chapman, Gayle Renee; Denison, IA  
 Cheung, Sherie Lynn; Davenport, IA  
 Chipman, Dianna L.; Fort Madison, IA  
 Christensen, Marcee D.; Des Moines, IA  
 Christman, Jodelle Maureen; Davenport, IA  
 Church, Laurie S.; Annawan, IL  
 Church, Sherri Ann; Knoxville, IA  
 Ciucci, Diane Elaine; Bettendorf, IA  
 Clancy, Gregory M.; Iowa City, IA  
 Clark, Kristina L.; Eagle Center, IA  
 Clark, Maggie Jane; Des Moines, IA  
 Clark-Cain, Arlene P.; West Liberty, IA  
 Clubb, Helen J.; Keswick, IA  
 Coffin, Kathy A.; Des Moines, IA  
 Coldewey, Lisa K.; Council Bluffs, IA  
 Coleman, Jennifer Marie; Fort Dodge, IA

Coleman, Tiffany Lyn; Mason City, IA  
 Collins, Brenda J.; Cedar Falls, IA  
 Collins, Robin L.; Davenport, IA  
 Comstock, Christina Lynne; Red Oak, IA  
 Cone, Shawna A.; Dubuque, IA  
 Conner, Leslie S.; Lynn Center, IL  
 Connolly, Vickie A.; Dubuque, IA  
 Coon, Janice M.; Carroll, IA  
 Coon, Kathy Sue; Columbus Junction, IA  
 Cooper, Sue Helen; Galena, IL  
 Costas, Rebecca S.; Davenport, IA  
 Couchman, Nicole Leah; Carlisle, IA  
 Coulson, Verda; Ankeny, IA  
 Cowett, Patricia A.; Clinton, IA  
 Cowherd, Ardys F.; Shenandoah, IA  
 Cox, Denise A.; Marshalltown, IA  
 Cox, Diana M.; Iowa City, IA  
 Cox, Heather Elizabeth; Cedar Rapids, IA  
 Craft, Janice M.; Logan, IA  
 Cram, Ellen; Iowa City, IA  
 Creamer, Rachel S.; Fruitland, IA  
 Creger, Sally A.; Urbandale, IA  
 Creswell, Jerilyn K.; Montezuma, IA  
 Cretsinger, Rebecca Leanne; Norwalk, IA  
 Crisman, Renee M.; Solon, IA  
 Crosron, Jennifer Jean; Council Bluffs, IA  
 Crossett, Connie L.; Washington, IA  
 Crowell, Marilyn L.; Red Oak, IA  
 Crutchley, Karen Sue; Mount Vernon, IA  
 Curl, Alice J.; Des Moines, IA  
 Curran, Traci Renee; Carroll, IA  
 Curtiss, Rebecca L.; Indianola, IA  
 Cutshall, Andrea Marie Lewerke-; Goldsboro, NC  
 Cyr, Isaac Joseph; Des Moines, IA  
 Czuba, Margaret M.; Independence, IA  
 Daeges, Susan; Harlan, IA  
 Dahle, Beth Ann; Lake Mills, IA  
 Dannen, Jason M.; Mason City, IA  
 Darbyshire, Patricia Susan; Yarmouth, IA  
 Dargy, Anita K.; Harlan, IA  
 David, LeAnn; Clive, IA  
 Davidson, Darla A.; Bondurant, IA  
 Davis, Hope E.; Marion, IA  
 Davis, Marvah J.; Ottumwa, IA  
 Davison, Diane E.; Rochester, MN  
 Day, Bonita Leanne; Marshalltown, IA  
 Dayton, Gloria J.; Urbandale, IA  
 DeBey, Lisa Gayle; Rock Rapids, IA  
 DeCoster, Darcy R.; Iowa City, IA  
 Deeds, Marsha F.; Bettendorf, IA  
 DenBesten, Stephanie L.; Clinton, IA  
 Denhartog, Sharon R.; Orange City, IA  
 Dermitt, Mary A.; Sioux City, IA  
 DeRoo, Mardeana Renee; Keithsburg, IL  
 DeSmet, Marie Eileen; Milan, IL  
 DeSousa, Jane; Monticello, IA  
 Devine, Diane L.; Waterloo, IA  
 DeWitt, Anna; Dubuque, IA  
 Dhabolt, Kimberly Ruth; Chariton, IA  
 Diaz, Abigail Rae Lunn-; Glenwood, IA  
 Dickel, Denise; Coralville, IA  
 Dickerson, James Davin; Neola, IA  
 Dickerson, Kara Jo; Centerville, IA  
 Dietrich, Betty J.; New Hampton, IA  
 Dietrich, Tammy J.; Walford, IA  
 Dischler, Arnold Elmer; West Point, IA  
 Dixon, Jo Ellen; Cedar Rapids, IA

Dobrzynski, Jeanne Ann; Des Moines, IA  
 Dodd, Dustin B.; Boone, IA  
 Doolittle, Alice L.; Ames, IA  
 Dorothy, Brenda M.; Marion, IA  
 Doull, Donna A.; Marion, IA  
 Downing, Shanon Jo; Altoona, IA  
 Downs, Edna R.; Seymour, IA  
 Dozark, Cindy; Denison, IA  
 Draayer, Susanne M.; Lawton, IA  
 Dreyer, Suzan R.; Ames, IA  
 Driesen, Tori Beth; Hull, IA  
 Drury, Janice E.; Garwin, IA  
 Dugan, Judith L.; Silvis, IL  
 Dumerauf, Bonnie J.; Bettendorf, IA  
 Dunlay, Tiffany A.; Mason City, IA  
 Dunne, Molly Lynn; Cedar Rapids, IA  
 Dutler, Nadine K.; Ida Grove, IA  
 Dykes, Erin Leigh; Leon, IA  
 Dykes, Kimberly M.; Bloomfield, IA  
 Eastman, Megan Renee; Fort Dodge, IA  
 Eck, Steven P.; Knoxville, IA  
 Eddy, Carol A.; Moline, IL  
 Edelen, Maria T.; Cedar Rapids, IA  
 Eimers, Dawn; Webster City, IA  
 Elbert, Jillian Joann; Laurens, IA  
 Elliott, Tracy R.; Sumner, IA  
 Elman, Joyce A.; Buffalo Center, IA  
 Emler, Christa Faith; Davenport, IA  
 Engelson, Jean E.; Hubbard, IA  
 Erickson, Katie Elizabeth; McCallsburg, IA  
 Ernst, Jane A.; Davenport, IA  
 Evans, Helen M.; Cambridge, IA  
 Evans, Rachel; Ankeny, IA  
 Evans, Tara Lyn; Fort Dodge, IA  
 Falk, Barbara Lynn; Spirit Lake, IA  
 Fangmann, Arlene; Farley, IA  
 Farr, Barbara Ann; Clinton, IA  
 Fawcett, Erin Lynn; Burlington, IA  
 Feldpausch, Nicole Lynn; Eldridge, IA  
 Felsing, Lucretia Anne; Walcott, IA  
 Fenn, Patricia L.; Murray, IA  
 Fialho, Michael David Goveia; Des Moines, IA  
 Fleming, Denise; Sioux City, IA  
 Flesch, Sally J.; Bettendorf, IA  
 Foley, Mary A.; Marshalltown, IA  
 Force, Becky Lynne; Grant City, MO  
 Forte, Janet S.; Johnston, IA  
 Frana, Cindy Sue; Ridgeway, IA  
 Franklin, Diane G.; San Diego, CA  
 Franklin, Joan K.; Cedar Rapids, IA  
 Franssen, Gina Marie; Orion, IL  
 Frantz, Melissa K.; Bettendorf, IA  
 Franzen, Terri Lee; Charles City, IA  
 Freiermuth, Michaela; Adel, IA  
 Freund, Laura Lynne; Fort Dodge, IA  
 Fruehling, Stacia Lynn; Marion, IA  
 Fuelling, Janice R.; Dunkerton, IA  
 Fuhrmeister, Dianna L.; Iowa City, IA  
 Fulton, Sharon L.; Davenport, IA  
 Gale, Joyce J.; Des Moines, IA  
 Garnatz, Jane; Le Mars, IA  
 Garrison, Patricia Ann; Corydon, IA  
 Garvey, Geri L.; Iowa City, IA  
 Gates, Jennifer Joy; Iowa City, IA  
 Gaylord, Wanda; Fort Madison, IA

Gayman, Darlene L.; Urbandale, IA  
 Gee, Kellie Sue; Mapleton, IA  
 Geerdes, Donna G.; George, IA  
 Geistkemper, Elizabeth Anne; Ankeny, IA  
 Gerlitz, Deborah A.; Des Moines, IA  
 Gerritson, Amanda Kae; Hawarden, IA  
 Getting, Pauline Louise; Sanborn, IA  
 Geysens, Danielle Nicole; Rock Island, IL  
 Gibler, Allison J.; Onawa, IA  
 Gilbert, Christine Gail; Bettendorf, IA  
 Gillaspie, Joann L.; Davenport, IA  
 Gilliatt, Patricia A.; Des Moines, IA  
 Gimbel, Sarah Lynn; Iowa City, IA  
 Gish, Tracy Lynn; Wapello, IA  
 Glanz, Penny K.; Marion, IA  
 Gleason, Georgia; Humboldt, IA  
 Glesener, Teresa Louise; Pella, IA  
 Glienke, Marcy K.; Aurelia, IA  
 Glover, Corrine Melaine; Dubuque, IA  
 Golden, Steven Sean; Rock Island, IL  
 Goldhammer, Edwina J.; Burlington, IA  
 Golinvaux, Lynne M.; Newton, IA  
 Gonzalez, Susan M.; Ankeny, IA  
 Goodell, Dannielle Marie; Webster City, IA  
 Goodman, Jill L.; Spragueville, IA  
 Goodman, Lori Lee; Neola, IA  
 Goody, Dorothy Ann; Iowa City, IA  
 Grady, Traci L.; Rudd, IA  
 Gramkow, Mary A.; Avoca, IA  
 Greene, Holly Jean; Coralville, IA  
 Greenfield, Jean M.; Des Moines, IA  
 Greifzu, Cynthia Ann; West Des Moines, IA  
 Grieder, Mary J.; Council Bluffs, IA  
 Griffiths, Meredith M.; Nauvoo, IL  
 Groeneveld, Melissa A.; Aplington, IA  
 Gross, Norma A.; Dubuque, IA  
 Grover, Rene M.; Merrill, IA  
 Grubbs, Connie S. Bryan-; Casey, IA  
 Grund, Sherry L.; Clive, IA  
 Gurwell, Carol A.; Clive, IA  
 Gustafson, Tiffany Jaynell; Silvis, IL  
 Habben, Lynn; Whiting, IA  
 Habel, Mark R.; Johnston, IA  
 Habrich, Amanda Jo; Boone, IA  
 Hadley, Jennifer June; Webster City, IA  
 Hagemann, Susan R. Weber-; Dubuque, IA  
 Hagen, Rosalee; Jesup, IA  
 Haight, Lori A.; Grimes, IA  
 Haker, Betty A.; Clarion, IA  
 Hall, Elizabeth A.; Iowa City, IA  
 Halsey, Christina Lyn; Davenport, IA  
 Hameister, Karen L.; Ames, IA  
 Hammarstedt, Joann R.; Mason City, IA  
 Hanchett, Jill A.; Sigourney, IA  
 Handsaker, Bonnie O.; Radcliffe, IA  
 Hanner, Terri L.; Treynor, IA  
 Hanson, Pat K.; Johnston, IA  
 Hanson, Patricia A.; Cedar Rapids, IA  
 Harapat, Claire Elizabeth; Fairfield, IA  
 Harden, Marilyn J.; Casey, IA  
 Harms, Alicia Ann; Le Mars, IA  
 Harrington, Holly A.; Dubuque, IA

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**JANUARY RNs** *Continued from page 30*

Harris, Carole B.; Eldridge, IA  
 Harris, Gloria F.; Ottumwa, IA  
 Harris, Marilyn J.; Des Moines, IA  
 Hart, Colleen Ellen; Emmetsburg, IA  
 Hartline, Lois P.; Des Moines, IA  
 Harvey, Pam Louise; Hawarden, IA  
 Hashman, Karen M.; Story City, IA  
 Hatch, Cheryl Sue; Emmetsburg, IA  
 Haus, Tammi S.; Des Moines, IA  
 Hawkins, Christopher Daniel; Little Sioux, IA  
 Hawkins, Marilyn; Urbandale, IA  
 Hawley, Karen S.; Panora, IA  
 Hay, Constance A.; Sioux City, IA  
 Hayes, Danette L.; Donnellson, IA  
 Hays, Bevely J.; Council Bluffs, IA  
 Heatherington, Martha J.; Creston, IA  
 Heddens, Claudette J.; North Liberty, IA  
 Hedding, Jeriann M.; Emmetsburg, IA  
 Heffern, Kristen J.; Decorah, IA  
 Hege, Sharon K.; Clinton, IA  
 Heien, Barbara L.; Sheldon, IA  
 Heien, Dennis Allen; Hartley, IA  
 Heintz, Mary Ellen; Spencer, IA  
 Heiter, Gina M.; Spencer, IA  
 Hellman, Sheryl Ann; Denmark, IA  
 Helmle, Addie Noel; Spragueville, IA  
 Helmrichs, Kimberly Nicole; Evansdale, IA  
 Henderson, Donna L.; Story City, IA  
 Henderson, Geraldine M.; Lenox, IA  
 Henderson, Karen D.; Maxwell, IA  
 Hendrickson, Stacy L.; Boone, IA  
 Henning, Cindy J.; Clarksville, IA  
 Herdliska, Kenneth A.; Iowa City, IA  
 Herum, Amy J.; Estherville, IA  
 Hess, Chelsea Anne; Blakesburg, IA  
 Hassenius, Lois M.; Le Mars, IA  
 Heyer, Tera Leigh; Waukee, IA  
 Hicks, Ann L.; Scranton, IA  
 Higgins, Debra J.; Des Moines, IA  
 Higgins, Victoria Blanche; Lytton, IA  
 Hildebrand, Mary E.; Oakland, IA  
 Hill, Pamela J.; Carlisle, IA  
 Hiller, Patricia A.; Glenwood, IA  
 Hillmer, Holli R.; Eldora, IA  
 Hilsenbeck, Connie L.; Davenport, IA  
 Hiscocks, Denise R.; Ventura, IA

Hladek, Barbara E.; Cedar Rapids, IA  
 Hoden, Mary E.; Council Bluffs, IA  
 Hodgden, Lorri R.; Oxford, IA  
 Hodges, Wendy Marie; Davenport, IA  
 Hoffa, Jody A.; APO, AE  
 Hogan, Jean T.; Iowa City, IA  
 Holland, Valli; Nevada, IA  
 Holmes, Connie L.; Shenandoah, IA  
 Holmes, Karen S.; Wilton, IA  
 Holzhauer, Daniel J.; Davenport, IA  
 Hoover, Laura; Moorland, IA  
 Horak, Jerry Alan; Coralville, IA  
 Hornecker, Deborah J.; Montrose, IA  
 Horstman, Constance A.; Algona, IA  
 Howard, Jane; Urbandale, IA  
 Howe, Nancy L.; Spencer, IA  
 Hoyt, Kathay S.; Davis City, IA  
 Huff, Dorothy D.; Dawson, IA  
 Huffman, Jerri Janelle; Pella, IA  
 Huhe, Diana L.; Cresco, IA  
 Humiston, Susan L.; Wapello, IA  
 Humphrey, Laura J.; Atkins, IA  
 Hunerdosse, Jo Ann; Cedar Rapids, IA  
 Hunt, Catherine Marie; Cedar Rapids, IA  
 Hunt, Diane M.; Marshalltown, IA  
 Huntrods, Rita F.; Van Meter, IA  
 Huyette, Barbara L.; Des Moines, IA  
 Hyke, Marcia L.; Cedar Rapids, IA  
 Imbrock, Margaret A.; Bettendorf, IA  
 Inman, Brenda L.; Vinton, IA  
 Irwin, Dina Leigh; Sioux City, IA  
 Irwin, Lisa June; Muscatine, IA  
 Isaacson, Pamela K.; Sioux Rapids, IA  
 Iseman, Lilli H.; Silvis, IL  
 Jackson, Courtney Michelle; Hornick, IA  
 Jackson, Kathryn A.; Woodward, IA  
 Jackson, Kristie J.; Ankeny, IA  
 Jackson, Peggy A.; Moline, IL  
 Jacobson, Brittany Jane; Winterset, IA  
 Jacobson, Rosemary; Cedar Rapids, IA  
 Jahn, Z. Frances; Altoona, IA  
 James, Sharese; Clear Lake, IA  
 Jamison, Gwendolyn M.; Rock Island, IL  
 Jampoler Jason Karol Alexander; Traer, IA  
 Jenkins, Julie L.; Hamilton, IL  
 Jenks, Shanna Lynn; Iowa City, IA  
 Jennings, Susan K.; Ames, IA

Jensen, Elizabeth Ann; Ida Grove, IA  
 Jensen, Julie Ann; Iowa City, IA  
 Jensen, Queen Ann; Charles City, IA  
 Jeppson, Lori; Mount Vernon, IA  
 Jines, Susan Beth; Troy, MO  
 Jobgen, Gary J.; Galena, IL  
 Johannmeier, Lisa Marie; Holland, IA  
 Johnson, Avis Eileen; Alta Vista, IA  
 Johnson, Barbara Krebs; Pleasant Hill, IA  
 Johnson, Beverly J.; Otho, IA  
 Johnson, Dacia Nicole; Keokuk, IA  
 Johnson, Faith Ellen; Des Moines, IA  
 Johnson, Julie A.; Iowa City, IA  
 Johnson, Karen J.; Iowa City, IA  
 Johnson, Kay A.; Woodward, IA  
 Johnson, Lori Ann; Larchwood, IA  
 Johnson, Phyllis J.; Mercer, MO  
 Johnson, Rhonda A.; Galva, IA  
 Johnson, Teresa A.; Shenandoah, IA  
 Johnson, Vicki; Muscatine, IA  
 Johnson, Vicki D.; Cedar Rapids, IA  
 Johnson, Vickiann M.; Cedar Rapids, IA  
 Johnson-Mekota, Judith L.; North Liberty, IA  
 Johnston, Nancy A.; State Center, IA  
 Jones, Kathy A.; Newton, IA  
 Jones, Rita B.; Robins, IA  
 Joneson, Diane M.; Carroll, IA  
 Kaale, Rhonda R.; Indianola, IA  
 Kafton, Jodi Linn; Mapleton, IA  
 Kalkhoff, Pamela Jane; North Liberty, IA  
 Karaidos, Amy Marie; De Soto, IA  
 Karrett, Bonnie L.; Altoona, IA  
 Kastantin, Cheryl L.; Wheatland, IA  
 Katt, Linda L.; Rock Rapids, IA  
 Kaufman, Melanie Lynn; Sioux City, IA  
 Kaufmann, Julie J.; Harlan, IA  
 Kearney, Lisa Lynn; Davenport, IA  
 Keister, Laurie E.; Central City, IA  
 Kelderman, Carrie Anne; Pella, IA  
 Keleher, Teri L.; Monticello, IA  
 Keller, Amanda Kay; Norwalk, IA  
 Kellogg, Polly M.; Grimes, IA  
 Kelly, Ann M.; Davenport, IA  
 Kemp, Janeen K.; Waterloo, IA  
 Kerkove, Deana J.; Ankeny, IA  
 Kerr, Julie Ray; Urbandale, IA  
 Keul, Peggy E.; Winterset, IA  
 Kienzle, Judy A.; Glenwood, IA

Kilborn, Molly Jo; Ames, IA  
 Killpack, Kimberly Anne; Indianola, IA  
 Kilstrom, Maxine E.; Sioux City, IA  
 Kim, Kyonghui Angela; Iowa City, IA  
 Kimm, Faye E.; Blairstown, IA  
 Kindley, Kelli K.; Oskaloosa, IA  
 Kiner, Tamara R.; Grand Junction, IA  
 King, Karla K.; Churdan, IA  
 Kinmonth, Katherine A.; Eldridge, IA  
 Kinney, Charla Jean; Waterloo, IA  
 Kinrade, Carmen K.; Robins, IA  
 Kintz, Cindy A.; Maxwell, IA  
 Kinzie, Craig Leslie; West Des Moines, IA  
 Kisner, Janice F.; Davenport, IA  
 Kittelson, Jennifer Linda; Rock Island, IL  
 Kivlin, Angela J.; Davenport, IA  
 Kladivo, Diane T.; Cedar Rapids, IA  
 Klarenbeek, Shannon Nicole; Rock Rapids, IA  
 Klima, Kristy Lynn; Sherburn, MN  
 Knief, Jody Lynn; Cedar Falls, IA  
 Knight, Jennifer L.; Adel, IA  
 Knight, Mary K.; Solon, IA  
 Knoot, Patricia E.; Ottumwa, IA  
 Knutsen, Kathleen F.; West Des Moines, IA  
 Knutson, Jan M.; Prairie City, IA  
 Koch, Noelle Lynn; Solon, IA  
 Koehler, Connie J.; Waverly, IA  
 Koelker, Patricia A.; Cedar Rapids, IA  
 Koester, Constance L.; Elkhart, IA  
 Koile, Danielle J. Jones; Wheatland, IA  
 Kolar, Sarah L.; Mount Vernon, IA  
 Konidas, Tina; Sioux City, IA  
 Konradi, Carol J.; Ackley, IA  
 Korver, Molly A.; Alton, IA  
 Korzun, Christina Dibble; South Barrington, IL  
 Koster, Elizabeth Lee; Storm Lake, IA  
 Koster, Joyce T.; Carroll, IA  
 Kranz, Nancy J.; Princeton, IA  
 Kraut, Jill Marie; Davenport, IA  
 Krieger, Laura C.; Boone, IA  
 Krueger, Brenda Lee; Oakland, IA  
 Krumm, Shannon Joseph; Pella, IA  
 Kruse, Jessica Fay; Rock Rapids, IA  
 Kruse, Michelle Jean; Council Bluffs, IA  
 Kuenning, Charlotte; Eagle Grove, IA  
 Kuhlers, Elizabeth Ann; Albion, IA  
 Kulow, Sheila Kay; Graettinger, IA  
 Kulzer, Alice J.; Des Moines, IA  
 Kumar, Margaret K.; Clinton, IA  
 Kuntz, Jennifer J.; Lisbon, IA  
 Kuster, Nicole Christa; Camanche, IA  
 Lacina, Nicole Ann; Fort Dodge, IA  
 Lahr, Cheryl A.; Manilla, IA  
 Lamoureux, Marsha A.; Davenport, IA  
 Landsness, Rosezanna M.; Le Mars, IA  
 Lange, Jami Renee; Bryant, IA  
 Lanning, Annette M.; Melbourne, IA  
 Lara, Michelle L.; Sioux City, IA  
 Larsen, Ellen Elaine; Knoxville, IA  
 Larson, Janet L.; Sheffield, IA  
 Larson, Kimberly A.; Osage, IA  
 Larson, Kristina A.; Council Bluffs, IA  
 Larson, Linda J.; Ames, IA  
 Laux, Penny J.; Bloomfield, IA  
 Law, Julie A.; Iowa City, IA  
 Lawless, Jobeth; Albia, IA  
 Lawrence, Joleen Josephine; Solon, IA  
 Leetch, Julie A.; Adel, IA  
 Leibfried, Lisa Rose; Cedar Rapids, IA  
 Leighter, Deborah L.; Urbandale, IA  
 Lemer, Annette Jean; Ames, IA  
 Leno, Raelene Ranae; West Branch, IA  
 Leppert, Angela Lorraine; Knoxville, IA  
 Leris, Lisa; Grinnell, IA  
 Lette, Naomi B.; Belmond, IA  
 Lewis, Anne R.; Davenport, IA  
 Lewis, Mary Jane; Albany, IL  
 Leyden, Andrea Rochelle; Washington, IA  
 Licht, Sara Rose; Dubuque, IA  
 Lieb, Larry D.; Carroll, IA  
 Lihs, Jason Troy; Fort Dodge, IA  
 Lilienthal, Carme Zsan; Johnston, IA  
 Lindaman, Kimberley S.; Wellsburg, IA  
 Lindgren, Irene; Cedar Rapids, IA  
 Lindquist, Mary A.; Ankeny, IA  
 Lintz, Teresa Lynn; Maxwell, IA  
 Little, Cheryl L.; Marshalltown, IA  
 Lockwood, Luann R.; Clear Lake, IA  
 Loesch, Lisa A.; Cedar Rapids, IA  
 Logan, Jessica Ann; Mediapolis, IA  
 Long, Nancy J.; Council Bluffs, IA  
 Long, Susan D.; Iowa City, IA  
 Looker, Rebecca Sue; Beardstown, IL  
 Loveless, Jennifer Lynne; Cedar Falls, IA  
 Lozano, Jean M.; Ankeny, IA  
 Luton, Bettina Buck; Cedar Rapids, IA

Lybarger, Dawn Michelle; Monmouth, IL  
 Lynch, Janelle A.; Dubuque, IA  
 Lynn, Teresa Katherine; Davenport, IA  
 Mackey, Carolyn J.; Danville, IA  
 Madden, Renee Lynn; Tiffin, IA  
 Madison, Mary K.; Mason City, IA  
 Maeder, Phyllis A.; Cedar Rapids, IA  
 Mahaffey, Jane Eleanor; Des Moines, IA  
 Mahan, Mary Jo; North English, IA  
 Mahon, Linda Jean; Albia, IA  
 Mailander, Patricia M.; Atlantic, IA  
 Mann, Carol J.; Carthage, IL  
 Manning, Bridget V.; Clive, IA  
 Mapel, Janet Rae; Lone Tree, IA  
 Marlow, Kathy L.; West Des Moines, IA  
 Marlow, Kristine R.; Ogden, IA  
 Marlow, Linda M.; Center Point, IA  
 Marra, Charlotte Marie; Merrill, IA  
 Marsh, Tammy Lynn; Persia, IA  
 Mart, Lois Janice; Altoona, IA  
 Martens, Angela K.; Coralville, IA  
 Martin, Andrea Joy; Helotes, TX  
 Martin, Kendra J.; Council Bluffs, IA  
 Martinez, Katherine; Fort Madison, IA  
 Marturello, Korinne R.; Clive, IA  
 Mary, Cristine; Ankeny, IA  
 Mason, Judy Kay; Cresco, IA  
 Masteller, Janet V.; Sioux City, IA  
 Matchett, Mary Lou; Rock Island, IL  
 Matgen, Mary R.; Remsen, IA  
 Mathery, Heather Lynn; Spencer, IA  
 Mathews, Catherine Rose; Council Bluffs, IA  
 Matter, Tamara S.; Marysville, PA  
 Matzen, Mitzi A.; Walcott, IA  
 McAdam, Kristen Lynn; Victor, IA  
 McCallister, Sonia Louise; Davenport, IA  
 McCandless, Jeanne Lea; Washington, IA  
 McCarthy, Jill M.; Sioux City, IA  
 McClintock, Linda L.; Lone Rock, IA  
 McCollough, Bonnie M.; Webster City, IA  
 McCracken, Sarah Jennifer; Colona, IL  
 McCray, Rhonda R.; Newton, IA  
 McCreary, Roni G.; Silver City, IA  
 McCurdy, Gail E.; Kirksville, MO  
 McDaniel, Maria F. Malag; Marshalltown, IA  
 McGargill, Amelia C.; Shenandoah, IA  
 McKeehan, Ruth; Lockridge, IA  
 McKone, Margaret A. Milota; Lisbon, IA  
 McMahan, Denise M.; Bettendorf, IA  
 McMahon, Suzanne K.; DeWitt, IA  
 McMurray, Lori Sue; Red Oak, IA  
 McNally, Mary Kathryn; Des Moines, IA  
 McNeish, Kristina E.; Iowa City, IA  
 McSweeney, Marcia A.; Cedar Rapids, IA  
 Meerdink, Gina Marie; Orange City, IA  
 Meier, Amanda Marie; Des Moines, IA  
 Meier, Ellen Marie; Iowa City, IA  
 Mesch, Sheree L. Riley; Oelwein, IA  
 Meyer, Alma M.; Calmar, IA  
 Meyer, Barbara P.; Kellogg, IA  
 Michna, Tricia E.; Moline, IL  
 Middleswart, Juanita L.; Des Moines, IA  
 Mikesell, Ellen M.; Fort Dodge, IA  
 Mikesell, Sarah Anne; North Liberty, IA  
 Miller, Carla J.; Sioux City, IA  
 Miller, Janice Lynn; Solon, IA  
 Miller, Kelli Ann; Dubuque, IA  
 Miller, Marilyn N.; Sergeant Bluff, IA  
 Miller, Melissa Anne; Hiawatha, IA  
 Miller, Merlin D.; Kalona, IA  
 Miller, Pamela J.; Clive, IA  
 Miller, Peggy L.; Boone, IA  
 Miller-Dirks, Kasi Michelle; Davenport, IA  
 Miner, Tara Renee; Ankeny, IA  
 Mitchell, Diane L.; Des Moines, IA  
 Moburg, Josephine M.; Altoona, IA  
 Molkenthin, Earlene Z.; Mount Pleasant, IA  
 Monahan, Kimberly Kay; Fort Dodge, IA  
 Moran, Jennifer Beth; Indianola, IA  
 Morarend, Kimberly Ann; Dubuque, IA  
 Morris, Margaret D.; Urbandale, IA  
 Morrison, Mary L.; Emmetsburg, IA  
 Mortale, Constance K.; Ankeny, IA  
 Mottet, Louann M.; Bellevue, IA  
 Mouw, Janine M.; Webster City, IA  
 Moyer, Nancy; Mason City, IA  
 Moyer, Robert Allen; Ottumwa, IA  
 Mueller, April Elizabeth; Spirit Lake, IA  
 Muenchrath, Helen E.; Des Moines, IA  
 Mugge, Carol A.; Cleghorn, IA  
 Mullis, Amy Lynn; Earlville, IA  
 Munson, Signe L.; Cedar Rapids, IA  
 Murphy, Gail L.; Cedar Rapids, IA  
 Murphy, Sherry M.; Stronghurst, IL  
 Murray, Kristi Ann; Moline, IL

myer, Keeley Ann; Badger, IA  
 Myers, Brenda Kay; Blue Grass, IA  
 Myers, Janice M.; Colfax, IA  
 Naber, Deanna R. Ryan; Winthrop, IA  
 Neese, Constance F.; Rippey, IA  
 Negaard, Jeana A.; Hawarden, IA  
 Neilson, Jo Ann; Davenport, IA  
 Neitzke, Barbara K.; Lake View, IA  
 Nelson, Bridget Renae; Terril, IA  
 Nelson, Constance M.; Cherokee, IA  
 Nelson, Lucinda J.; Spirit Lake, IA  
 Nelson, Pamela J.; Grimes, IA  
 Nelson, Rhonda Kay; Cherokee, IA  
 Nelson, Sharon A. Arndt; Cherokee, IA  
 Nelson-Moroz, Diana L.; Roland, IA  
 Neumann, Patricia J.; Johnston, IA  
 Neville, Katie Deon; Davenport, IA  
 Nevin, Ann T.; Iowa City, IA  
 Newton, Kathleen Ann; Boone, IA  
 Nichols, Brenda K.; Eldora, IA  
 Nichols, Claudia; Spencer, IA  
 Nicholson, Christine Lena; Nodaway, IA  
 Niemann, Lynne C.; Sumner, IA  
 Niewoehner, Cheryl A.; Sumner, IA  
 Nizzi, Kelly K.; Waukee, IA  
 Noack, Sara L.; Guttenberg, IA  
 Northland, Jeanie C.; Washburn, IA  
 Northrup, Rhonda J.; Bloomfield, IA  
 Nuehring, Kila K.; Monona, IA  
 Nuehring, Wilma A.; Webster City, IA  
 Nyreen, Lori Lou; Sioux City, IA  
 O'Brien, Patty A.; Solon, IA  
 Ochoa, Georgia M.; Altoona, IA  
 Oden, Nicole Mina; Waukon, IA  
 Odonnell, Gail J.; Iowa City, IA  
 Oglesby, Sharon E.; Cedar Rapids, IA  
 Olberding, Julie A.; Dyersville, IA  
 Olson, Curtis Allen; Radcliffe, IA  
 Olson, Staci J.; Fort Dodge, IA  
 Omundson, Cheryl K.; Bondurant, IA  
 Osbahr, Candace Ruth; Persia, IA  
 Osborn, Cindy; Lisbon, IA  
 Osore, Natalie Ann; Pleasant Hill, IA  
 Ott, Ann; Winterset, IA  
 Ott, Barbara Rae; Cedar Falls, IA  
 Otte, Saida Natelle; Fort Madison, IA  
 Otting, Linda M.; Cascade, IA  
 Overbeck, Judith A.; Boone, IA  
 Overbeck, Kimberly L.; Mason City, IA  
 Overlin, Donna F.; Olds, IA  
 Ownby, Margaret R.; Independence, IA  
 Pace, Melissa Ann; Sioux City, IA  
 Pacha, Tina L.; Washington, IA  
 Pacheco, Rose Ellen; Lee's Summit, MO  
 Page, Suzanne S.; Davenport, IA  
 Panzer, Janice L.; West Point, GA  
 Pardekooper, Deborah D.; Johnston, IA  
 Parker, Sandra K.; Winterset, IA  
 Parry, Martha E.; Waverly, IA  
 Payne, Beatrice A.; Marshalltown, IA  
 Peddicord, Annette S.; Iowa City, IA  
 Pedersen, Amelia M.; Bedford, IA  
 Pedersen, Larae J.; Rutland, IA  
 Pederson, Vicky L.; Bridgewater, IA  
 Peiffer, Kathlyn Marlene; Sigourney, IA  
 Pennington, Sandra K.; Perry, IA  
 Perkins, Lisa Ann; Oskaloosa, IA  
 Peterman, Susan K.; Villisca, IA  
 Peters, Jolene; Jefferson, IA  
 Peters, Kristin Marie; Fort Dodge, IA  
 Petersen, Chere Angelene; Montgomery, AL  
 Peterson, Lashelle Jean; Rolfe, IA  
 Phillips, Carrie Leigh; Coralville, IA  
 Phillips, Corby; Keota, IA  
 Phillips, Stephanie Beth; Iowa City, IA  
 Phipps, Andrea C.; Stratford, IA  
 Piegors, Thad Everett; Iowa City, IA  
 Pillard, Rita K.; Rock Island, IL  
 Pillsbury, Irene M.; Chariton, IA  
 Pint, Theresa L.; Cedar Rapids, IA  
 Pisel, Kathleen Ann; Rock Island, IL  
 Pithan, Anne T.; Sioux City, IA  
 Pivit, Tracy Lynn; Fort Lauderdale, FL  
 Plueger, Michelle E.; Le Mars, IA  
 Plummer, Vicki L.; Burlington, IA  
 Poage, Seana M.; Cedar Falls, IA  
 Pogue, Teri; Stronghurst, IL  
 Polking, Clare L.; Boone, IA  
 Pollman, Kristine Kay; Sac City, IA  
 Poore, Judith M.; Woodbine, IA  
 Porter, Cathy S.; Cedar Rapids, IA  
 Pottebaum, Paige June; Dubuque, IA  
 Powers, Michelle M.; North Pole, AK  
 Prazan, M. Kate; Tabor, IA  
 Price, Amy J.; Ankeny, IA  
 Privette, Kimberly K.; Adel, IA  
 Prusha, April Marie; Marshalltown, IA  
 Prybil, Roberta P.; Moline, IL

*Continued on page 32*

**JANUARY RNs** *Continued from page 31*

Puetz, Carrie Nadine; Sioux City, IA  
 Purcell, Katherine; Bettendorf, IA  
 Rafdal, Jeanne M.; West Des Moines, IA  
 Rahill, Sally A.; Anamosa, IA  
 Rambousek, Julie A.; Dubuque, IA  
 Ramsey, Merrilee; Solon, IA  
 Randall, Heather Lynn; Waterloo, IA  
 Rash, Terry L.; Cedar Rapids, IA  
 Rau, Janae L.; Rock Valley, IA  
 Redd, Marcia M.; West Des Moines, IA  
 Reding, Jeanne M.; Algona, IA  
 Reding, Shirlee Dorothy; Des Moines, IA  
 Reichter, Kimberly Kay; Hawkeye, IA  
 Reinert, Karel J.; Dubuque, IA  
 Reinhardt, Cheryl A.; Iowa City, IA  
 Renze, Jamie Lynn; Early, IA  
 Retzl, Lois Jean; Davenport, IA  
 Reynolds, Gail Ellen; Iowa City, IA  
 Richards, Kelly J.; Fairbank, IA  
 Richards, Peter Joshua; Moline, IL  
 Richardson, Corinne Ann; Cedar Rapids, IA  
 Richardson, Kathleen K.; Carroll, IA  
 Richardson, Kristen P.; Cedar Rapids, IA  
 Riedel, Kathleen R.; Ottumwa, IA  
 Rieken, William Joseph; Le Mars, IA  
 Rieks, Kathryn A.; Iowa Falls, IA  
 Rife, Janice; Letts, IA  
 Ripperger, Debra R.; Rolfe, IA  
 Ripperger, Kelly Rae; Adel, IA  
 Ritter, Cynthia J.; Bettendorf, IA  
 Roberts, Jean A.; Davenport, IA  
 Roberts, Kathy Marie; Colo, IA  
 Robledo, Dana Lynn; Hanover, IL  
 Roby, Lisa Jean; Rockwell City, IA  
 Rodgers, Amy; Davenport, IA  
 Roe, April; Iowa City, IA  
 Rogan, Cheryl L.; Bellevue, IA  
 Rogers, Denise Kay; Waterloo, IA  
 Rohlfen, Stephanie; Newton, IA  
 Rohm, Rebecca Ann; Davenport, IA  
 Rohrer, Dawn Marie; Burlington, IA  
 Rolffs, Aleda B.; Pella, IA  
 Ross, Wanda K.; Ogden, IA  
 Roth, Marcia M.; Altoona, IA  
 Rowles, Elizabeth E.; Carroll, IA  
 Rubink, Richelle Kay; Council Bluffs, IA  
 Ruckman, Heather Eileen; Des Moines, IA  
 Ruhl, Quinn Marie; Keokuk, IA  
 Runyan, Laura Leone; Cedar Falls, IA  
 Sadowski, Lisa Jane; Decorah, IA  
 Samek, Sandra K.; Cedar Rapids, IA  
 Sanft, Colleen A.; Mason City, IA  
 Satterlee, Lydia J.; Tiffin, IA  
 Sauser, Karena; Cedar Rapids, IA  
 Schafer, Julie A.; Prescott, IA  
 Schafer, Lanette L.; Panora, IA  
 Schantz, Alisa K.; Cedar Rapids, IA  
 Schebaum, Holly Maureen; Sidney, IA  
 Schechinger, Deborah Lynn; Harlan, IA  
 Scheidt, Debra J.; Oelwein, IA  
 Scherbring, Edna M.; Dyersville, IA  
 Schissel, Todd; Decorah, IA  
 Schmidt, Deborah D.; Bettendorf, IA  
 Schmidt, Debra Kay; Watkins, IA  
 Schmidt, Peter; Laurens, IA  
 Schmidt, Mary E.; Des Moines, IA  
 Schmitz, Jennifer Sue; Carroll, IA  
 Schmitz, Pamela S.; La Porte City, IA  
 Schneider, Colleen C.; Waukee, IA  
 Schneider, Deborah I.; East Moline, IL  
 Schneider, Marsha J.; Glenwood, IA  
 Schnitzler, Elyse Cheryl; Decorah, IA  
 Schrader, Abbie Jane McDougall; Dunkerton, IA  
 Schuchmann, Sherri K.; Cedar Rapids, IA  
 Schuling, Brenda K.; Des Moines, IA  
 Schulz, Janette M.; Mediapolis, IA  
 Schwartz, Cynthia K.; Cedar Rapids, IA  
 Schwartzhoff, Katina T.; Lansing, IA  
 Schwarz, Constance A.; Moline, IL  
 Scott, Cynthia M.; Cedar Rapids, IA  
 Scott, Elizabeth A.; Sioux City, IA  
 Scott, Patricia A.; Ankeny, IA  
 Seaman, Amy Kathleen; Iowa City, IA  
 Searle, Paulette S.; Mason City, IA  
 Seim, Esther M.; Marshalltown, IA  
 Selby, Mary B.; Ankeny, IA  
 Seltz, Traci Anne; Badger, IA  
 Sergeant, Cali Ann; LeClaire, IA  
 Serrano, Barbara A.; Bettendorf, IA  
 Severid, Mary Kathryn; Des Moines, IA  
 Shadle, Leah A.; Boone, IA  
 Shaffer, Lois L.; Spirit Lake, IA

Shaffer, Patricia A.; Alburnett, IA  
 Shannon, Marilyn I.; Iowa City, IA  
 Shea, Nicole; Mapleton, IA  
 Sheetz, Jeanne E.; North Liberty, IA  
 Shelford, Lisa Ann; Ottumwa, IA  
 Shepardson, Annette Joy; Indianola, IA  
 Sherman, Jaime B.; Iowa City, IA  
 Shields, Michelle; Logan, IA  
 Short, Patricia A.; Keystone, IA  
 Shull, Julie K.; Iowa City, IA  
 Sibley, Joan Marie; Glenwood, IA  
 Sibunka, Anya Lynn; Iowa City, IA  
 Siems, Susan J.; Maquoketa, IA  
 Sikkema, Amy Rene; Fulton, IL  
 Simon, Kathleen J.; Dubuque, IA  
 Simon, Stacie Lynn; Taylor Ridge, IL  
 Simonsen, Jill Renee; Aurelia, IA  
 Simpson, Clara Beth; Epworth, IA  
 Simpson, Sally Jo; Tiffin, IA  
 Simpson, Sue Ann; Fort Dodge, IA  
 Sinclair, Janet R.; Chariton, IA  
 Sinclair, Teresa Opal; Moravia, IA  
 Sinn, Elizabeth A.; Ankeny, IA  
 Sitzmann, Marguerite Marie; Le Mars, IA  
 Sjobakken, Shirley J.; Ames, IA  
 Skelton, Alice J.; Webb, IA  
 Sloan, Constance M.; Ames, IA  
 Sly, Deborah K.; Grimes, IA  
 Smalley, Cheryl J.; Sioux City, IA  
 Smith, Angela C.; Deep River, IA  
 Smith, Dorothy; Rock Valley, IA  
 Smith, Jessica Lynn; Dakota City, IA  
 Smith, Karen L.; Ames, IA  
 Smith, Kathy L.; Casey, IA  
 Smith, Sonja Kay; Beacon, IA  
 Smith, Susan D.; Muscatine, IA  
 Smith, Wendalee Kamin; Dike, IA  
 Snowden, Judith K.; Ottumwa, IA  
 Snyder, Joyce A.; Geneseo, IL  
 Snyder, Lori A.; Breda, IA  
 Snyder, Mari D.; Cedar Falls, IA  
 Sobolik, Diana Lea; Lime Springs, IA  
 Solano, Paula M.; Mason City, IA  
 Solberg, Joann T.; Moorhead, IA  
 Sommer, Teresa L.; Winfield, IA  
 Sorofman, Nancy A.; Iowa City, IA  
 Southward, Kathy M.; Runnells, IA  
 Soyer, Virginia K.; Glidden, IA  
 Springer, Teresa L.; Cumming, IA  
 Staebler, Cheri A.; Ames, IA

Staley, Janet; Robins, IA  
 Stanbrough, Julie R.; Hawkeye, IA  
 Stanfield, Louis Greene; Saint Paul, MN  
 Stangl, Beverly D.; Neola, IA  
 Stanley, Sally D.; Clilo, IA  
 Starkweather, Gwen R.; Orange City, IA  
 Staton, Darlene Angela; Knoxville, IA  
 Stearns, Nancy Lynn; Des Moines, IA  
 Steding, Heather Denae; Grundy Center, IA  
 Steenhoek, Brenda L.; Mingo, IA  
 Steffen, Lisa M.; Charter Oak, IA  
 Steffen, Tamra L.; Atkins, IA  
 Steffensen, Kerry A.; Forest City, IA  
 Stein, Tamara J.; Muscatine, IA  
 Steiner, Kimberly K.; Dubuque, IA  
 Stern, Kim Ann; Johnston, IA  
 Stewart, Mary K.; Iowa City, IA  
 Stewart, Tanya Dee; Lowden, IA  
 Stineman, Richelle Marie; Coralville, IA  
 Stockberger, Deborah A.; Nora Springs, IA  
 Stogdill, Jami Jo; Council Bluffs, IA  
 Stolley, Susan Kathryn; Council Bluffs, IA  
 Stoltenberg, Amy Jo; Bettendorf, IA  
 Stolz, Rachel Sarah; Underwood, IA  
 Stowater, Jani Lynn; Cherokee, IA  
 Strabala, Pamela Marie; West Branch, IA  
 Streng, Sharon Kay; Estherville, IA  
 Streuber, Linda S.; Jewell, IA  
 Stromberg, Audrey M.; Ames, IA  
 Stuetelberg, Michelle Lee; Council Bluffs, IA  
 Stump, Donan R.; Ottumwa, IA  
 Sturm, Nathan R.; Davie, FL  
 Subo, Melinda A.; Fulton, IL  
 Sudrila, Laurie L.; Sioux City, IA  
 Sudtelgte, Tammy L.; Le Mars, IA  
 Sullivan, Ann M.; Elma, IA  
 Sullivan, Carolyn Diane; Clinton, IA  
 Sullivan, Janet M.; Albia, IA  
 Sullivan, Marianne; Woodbine, IA  
 Sutter, Luann M.; Ankeny, IA  
 Svoboda, Kristin Elizabeth; Dysart, IA  
 Swaim, Rebecca A.; Bloomfield, IA  
 Swanson, Becky J.; Mason City, IA  
 Swanson, Darla S.; Davenport, IA  
 Swartzendruber, Trisha M.; Cedar Rapids, IA  
 Sweet, Alison Jayme; Des Moines, IA  
 Sweet, Linda S.; Altoona, IA  
 Swink, Misti Leigh; Spirit Lake, IA  
 Takes, Lorraine Theresa; Cascade, IA  
 Tate, Barbara Jean; Des Moines, IA  
 Taylor, Mary K.; Knoxville, IA  
 Telfer, Lisa Kay; Ottumwa, IA  
 Temperley, Cynthia A.; East Dubuque, IL  
 Terrill, Helen Frances; Muscatine, IA  
 Thoe, Jennifer S.; Ventura, IA  
 Thole, Mary Beth; Dyersville, IA  
 Thomas, Amanda Marie; Keokuk, IA  
 Thomas, Amber Elizabeth; Andalusia, IL  
 Thomas, Bonnie; Newton, IA  
 Thompson, Kimberly K.; Gladbrook, IA  
 Thompson, Patricia A.; Marshalltown, IA  
 Tietge, Nancy Lee; Muscatine, IA  
 Tillman, Patricia A.; Rock Island, IL  
 Todd, Sherrie J.; Holstein, IA  
 Toler, Rebecca; Altoona, IA  
 Torres, Emily Jean; Kailya, HI  
 Townsend, Sharon K.; Saint Ansgar, IA  
 Toye, Judith A.; Urbandale, IA  
 Tramp, Mary K.; Blencoe, IA  
 Trask, Jan M.; Rockford, IA  
 Traster, Kathryn Doris; Lakeville, MN  
 Tremby, Kathy; Ackworth, IA  
 Tripp, Heather Marie; Sioux City, IA  
 Truitt, Paula; Waukee, IA  
 Truog, Theresa A.; Fairbank, IA  
 Tullar, Candace J.; Ankeny, IA  
 Turner, Denise D.; Perry, IA  
 Tworek, Abbie R.; Remsen, IA  
 Ueding, Joann M.; Sioux City, IA  
 Uhlir, Kimberly Noele; Girdwood, AK  
 Uhlman, Alice J.; Des Moines, IA  
 Uhrich, Sandra Kay; Davenport, IA  
 Urlaub, LuAnn J.; Vinton, IA  
 Utech, Craig L.; Tiffin, IA  
 Uthe, Kimberly A.; Ogden, IA  
 Utz, Regina Lea; Kalona, IA  
 Vail, Monica Marie; Indianola, IA  
 Valentine, Cheryl L.; Dubuque, IA  
 Van Stechelmann, Pamela A.; Davenport, IA  
 Van Why, Jill J.; Davenport, IA  
 Van Zanten, Jody Lynn; Mount Prospect, IL  
 Vander Zee, Jennifer A.; Cedar Rapids, IA  
 Vanderweide, Roselle F.; Spencer, IA  
 Vandorin, Misty L.; Eddyville, IA

Vanmaanen, Melinda K.; Doon, IA  
 Vannette, Brenda S.; Washington, IL  
 Vanroekel, Linda E.; Sioux Center, IA  
 Vanuffelen, Jannigje M.; Sherrard, IL  
 Varner, Donna Lynn; Ely, IA  
 Vaupel, Nora V.; Center Point, IA  
 Veberg, Sandra J.; Eldridge, IA  
 Venzke, Kellie K.; Manly, IA  
 Versteeg, Linda Jeanne; Orange City, IA  
 Vierkant, Connie R.; Thornton, IA  
 Vining, Lynn A.; Iowa City, IA  
 Vitosh, Rebecca A.; Iowa City, IA  
 Voelker, Carol A.; Dubuque, IA  
 Voss, Diana D.; Des Moines, IA  
 Vrieze, Diane M.; Britt, IA  
 Wafful, Brenda L.; Boone, IA  
 Wager, Julianne T.; Vienna, VA  
 Waidelich, Corinna; Camanche, IA  
 Waite, Jean Marie; Cedar Rapids, IA  
 Wakefield, Dian G.; Van Meter, IA  
 Walker, Ronda L.; Kearney, MO  
 Waller, Mary L.; Schaller, IA  
 Waller, Tracy K.; Maquoketa, IA  
 Walsh, Brenda S.; Spirit Lake, IA  
 Walton, Carol A.; Harlan, IA  
 Warmac, Nicole Marie; Normal, IL  
 Warner, Madonna K.; Van Meter, IA  
 Warren, Jeanne B.; Des Moines, IA  
 Wathen, Ruth A.; Hamburg, IA  
 Watts, Christy L.; Washington, IA  
 Watts, Julie Ann; Iowa City, IA  
 Watts, Stacy J.; Keokuk, IA  
 Weddle, Marie A.; Shenandoah, IA  
 Weeks, Rosemary B.; Indianola, IA  
 Wegener, Maryann M.; Lake Mills, IA  
 Weinrich, Jean A.; Hinton, IA  
 Weiss, Andrea E. Pittarelli; Urbandale, IA  
 Weissenburger, Jenny Lynn; West Des Moines, IA  
 Welu, Tina; Dubuque, IA  
 Wendland, Dyan L.; Bettendorf, IA  
 Werderman, Debra L.; Lisbon, IA  
 Wernimont, Leah A.; Pocahontas, IA  
 Wertz, Patricia A.; Dubuque, IA  
 Wessling, Christine A.; Urbandale, IA  
 West, Julie A. Reed; Des Moines, IA  
 West, Larry Dean; Glenwood, IA  
 Westhoff, Carol A.; Dubuque, IA  
 Weston, Suzanne; Cedar Rapids, IA  
 Weston-Peters, Cynthia K.; Rolfe, IA  
 Whitaker, Lisa K.; Colo, IA  
 White, Amy Jo; Merville, IA  
 White, Margaret Maeve; Ottumwa, IA  
 Whitesides, Racquel L. Frese; Bettendorf, IA  
 Whitmarsh, Lori J.; Mount Carroll, IL  
 Whitmore, Bradley M.; Waterloo, IA  
 Whittle, Linda Gail; Oskaloosa, IA  
 Wierda, Jonna L.; Maurice, IA  
 Wierenga, Susan M.; Fulton, IL  
 Wildeboer, Barbara D.; Waterloo, IA  
 Wilkins, Theresa M.; Davenport, IA  
 Williams, Lloyd J.; Rock Island, IL  
 Williams, Patricia D.; Coralville, IA  
 Wilshusen, Deborah S.; Storm Lake, IA  
 Wilson, Annette E.; Marshalltown, IA  
 Wilson, Melissa I.; Pleasant Hill, IA  
 Wilson, Wanda S.; Hopkinton, IA  
 Winkel, Linda S.; Ashton, IA  
 Wise, Susan Kay; Cedar Rapids, IA  
 Wolf, LaVonne Michelle; Floyd, IA  
 Wolford, Kathleen J.; Council Bluffs, IA  
 Wollman, Vicki L.; Sioux City, IA  
 Wolterman, Lisa Kay; Ankeny, IA  
 Wolterstorff, Bonnette J.; Sioux Center, IA  
 Wood, Janet M.; Maquoketa, IA  
 Wood, Madeline Ann; Cedar Falls, IA  
 Works, Tina Rena; Pelham, AL  
 Wray, Sara Ann; Grinnell, IA  
 Wright, Mary E.; Cedar Rapids, IA  
 Wurr, Doris J.; Bayard, IA  
 Wykert, Diane L.; Wapello, IA  
 Yotty, Janice K.; Kalona, IA  
 Youngs, Arthea G.; Council Bluffs, IA  
 Zahnd, Marilee E.; Moravia, IA  
 Zea, Judith J.; Avoca, IA  
 Zelle, Verona Ruth; Waverly, IA  
 Zeller, Lisa A.; Bode, IA  
 Zierke, Heather Renee; Urbandale, IA  
 Zimmerman, Juliann Kay; Moline, IL  
 Zimmerman, Terry Y.; Council Bluffs, IA  
 Zorn, Tiffany Nicole; Waukee, IA  
 Zupancic, Kimberly Jean; LeClaire, IA  
 Zylstra, Jeanne; Emmetsburg, IA  
 Zylstra, Nancy Gladys; Sully, IA

**February RNs**

Adams, Alyssa Ellen; Iowa City, IA

Adams, Ann Marie; Marshalltown, IA  
 Adams, Pamela S.; Merrill, IA  
 Adamson, Susan D.; Iowa City, IA  
 Aguilar, Evangelina; Muscatine, IA  
 Ahlrichs, Linda L.; Monticello, IA  
 Albrecht, Deborah Ann; Minneapolis, MN  
 Alden, Susan E.; Rock Island, IL  
 Alejandro, Heidi Lynn; Clinton, IA  
 Alex, Mary E.; Coon Rapids, IA  
 Aljets, Alyssa Dawn; Ottumwa, IA  
 Allen, Charmin Elaine; Des Moines, IA  
 Allen, Cheryl Carma; Mason City, IA  
 Allen, Jacqueline J.; Englewood, FL  
 Allen, Jade Lynn; Iowa City, IA  
 Allen, Melissa Leanne; Fairfield, IA  
 Alt, Sheila; Lone Tree, IA  
 Altemeier, Roxanne Wynn; Iowa City, IA  
 Altena, Kathy M.; George, IA  
 Anania, Christina Lucia; Des Moines, IA  
 Andersen, Berdnye L.; Ames, IA  
 Anderson, Clare J.; Hudson, IA  
 Anderson, Delores Jean; Storm Lake, IA  
 Anderson, Denise M.; Webster City, IA  
 Anderson, Kim Kay; Knoxville, IA  
 Anderson, Kim V.; Mitchellville, IA  
 Anderson, Kimber L.; Chariton, IA  
 Anderson, Meranda Jean; Fort Madison, IA  
 Anderson, Monica M.; Clive, IA  
 Anderson, Tom L.; Clive, IA  
 Andries, Denise A.; Cedar Rapids, IA  
 Anfinson, Luella O.; Pierson, IA  
 Ankenbrand, Barbara A.; Cedar Rapids, IA  
 Archer, Andrea Jenae; Ankeny, IA  
 Arckfeld, Shary R.; Dow City, IA  
 Arndt, Corissa Gail; Indianola, IA  
 Arnett, Esther Connie; Des Moines, IA  
 Arnold, Anita Lyn; Alexandria, MO  
 Ash, Whitney Ann; Spirit Lake, IA  
 Auen, Larry Lee; Sioux City, IA  
 Augustine, Janet E.; Sioux City, IA  
 Baak, Timothy D.; Newell, IA  
 Baatz, Laurie A.; Rock Valley, IA  
 Bading, Karen Dionne; Arlington, IA  
 Bailey, Maureen E.; Davenport, IA  
 Baker, Rosemary Ellen; Eagle Grove, IA  
 Baker, Sally M.; Mason City, IA  
 Baldwin, Becky L.; Clarinda, IA  
 Baldwin, Debra L.; Merrill, IA  
 Ballard, Sue A.; Des Moines, IA  
 Baltes, Tina Marie; Lisbon, IA  
 Banwarth, Linda; Dubuque, IA  
 Barloon, David E.; Iowa City, IA  
 Barnes, Judith A.; Washington, IA  
 Barrett, Robyn Marie; Des Moines, IA  
 Bateman, Judith L.; Rock Island, IL  
 Bauer, Marlene R.; Sioux City, IA  
 Baux, Arthur Brian; Oakland, IA  
 Beachy, Amy M.; North Liberty, IA  
 Beacom, Kathryn M.; Sioux City, IA  
 Beardley, Laurie J.; Moline, IL  
 Beason, Amanda Sue; Ankeny, IA  
 Beavers, Nancy K.; Mason City, IA  
 Becht, Deborah; Moline, IL  
 Beck, Virginia C.; Danville, IA  
 Bedford, Roxianne H.; Coralville, IA  
 Behncke, Jeannette Lynn; Belle Plaine, IA  
 Behrens, Esta C.; Carroll, IA  
 Beidler, Barbara A.; Dubuque, IA  
 Beitz, Sarah L.; Hopkinton, IA  
 Bell, Jennifer Renee; Boone, IA  
 Beltman, Mary Kay; Sibley, IA  
 Belz, Nikki; Osage, IA  
 Bennett, Pamela J.; Harvey, IA  
 Benson, Janet Hoss; Okabena, MN  
 Benson, Linda K.; Waterloo, IA  
 Benson, Taffy Ann; Merville, IA  
 Bergemann, Marion Elaine; Blue Earth, MN  
 Bergen, Kimberly Michele; Iowa City, IA  
 Berger, Jean A.; Cedar Rapids, IA  
 Bergeth, Patricia L.; West Des Moines, IA  
 Bethards, Linda J.; Windsor Heights, IA  
 Betts, Lorna; Gilman, IA  
 Biberdorf, Laci Ranae; Fort Dodge, IA  
 Bickel, Carolyn S. E.; Cedar Rapids, IA  
 Bierl, Loretta M.; Carroll, IA  
 Bierman, Amanda J. Kessel; Kihei, HI  
 Binigar, Lisa Marie; Davenport, IA  
 Birt, Jeanne L.; Prescott, IA  
 Blomgren, Melinda Sue; Albert City, IA  
 Bobier, Linda M.; Sioux City, IA  
 Boeding, Sharon K.; West Point, IA  
 Bolo, Roshell Mae Chief; Cedar Rapids, IA  
 Bonner, Jaime Emma; Iowa Falls, IA

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**FEBRUARY RNS** *Continued from page 32*

Bonta, Erika Lynn; Urbandale, IA  
 Booker, Toni Rene; Muscatine, IA  
 Boomgarden, Mary Jo; Cedar Rapids, IA  
 Booth, John Ray; Muskegon, MI  
 Borchers, Kristina Lynn; Rock Island, IL  
 Borrett, Robin D.; Marion, IA  
 Borwick, Sheila C.; Urbandale, IA  
 Boss, Claudia J.; Blencoe, IA  
 Bossard, Barbara E.; Council Bluffs, IA  
 Boswell, Janet Lynne; Des Moines, IA  
 Bourassa, Tammy Kay; Sioux City, IA  
 Boutwell, Julie A.; Hamilton, IL  
 Bowers, Stephanie Marie; Monticello, IA  
 Bowersox, Karen S.; Grimes, IA  
 Boyd, Lori A.; Bettendorf, IA  
 Boynton, Sally J. Roy.; Dubuque, IA  
 Boyt, John W.; Iowa City, IA  
 Bradley, Ellen Marie; Burlington, IA  
 Brady, Ruairi Joseph; Iowa City, IA  
 Branstad, Deneen; Mason City, IA  
 Braverman, Kathleen A.; Iowa City, IA  
 Breitbach, Nancy L.; Dyersville, IA  
 Brelsford, Susan W.; Des Moines, IA  
 Brickley, Candace Ione; Council Bluffs, IA  
 Brickley, Carol A.; New Hampton, IA  
 Brink, Emily; Cedar Rapids, IA  
 Brinkman, Juliet Emerald; Greene, IA  
 Broadie, Peggy R.; Cedar Falls, IA  
 Brodersen, Danielle G.; Swisher, IA  
 Brooks, Lenora A.; Rock Island, IL  
 Brotherton, Debra; Wall Lake, IA  
 Brown, Brenda Sue; Osage, IA  
 Brown, Jean O.; Fairfield, IA  
 Brown, Sherri Ann; Norway, IA  
 Brown, Susan K.; Stanwood, IA  
 Bruening, Mary B.; Fort Dodge, IA  
 Brunken, Debra A.; Marion, IA  
 Brunsvold, Marilyn A.; Mason City, IA  
 Bryant, Frances N.; West Liberty, IA  
 Bryant, Jacqueline S.; Marshalltown, IA  
 Buck, Brenda Lee; Evansdale, IA  
 Bueno, Jesus Gerardo; Muscatine, IA  
 Buettner, Christina L.; Des Moines, IA  
 Bunce, Teresa M.; Grand Mound, IA  
 Bunten, Donna B.; Knoxville, IA  
 Burk, Karen A.; Story City, IA  
 Burt, Rebecca J.; Van Meter, IA  
 Busard, Sandra J.; Donnellson, IA  
 Cagwin, Mardy; Kalona, IA  
 Calmer, Jody L.; Manson, IA  
 Campbell, Carol A.; Marshalltown, IA  
 Campbell, Debra M.; Sioux City, IA  
 Campbell, Jane F.; Cherokee, IA  
 Campbell, Rachele M.; Council Bluffs, IA  
 Carkhuff, Dixie A. McGee.; Laurel, IA  
 Carlson, Dianna L.; Ames, IA  
 Carter, Lori; Clive, IA  
 Casel, Suzanne T.; Asbury, IA  
 Cataldo, Jennifer; Des Moines, IA  
 Cave, Lynn M.; Charles City, IA  
 Chaplin, Delmarie M.; Iowa Falls, IA  
 Chapman, Emi J.; Marion, IA  
 Cheshier, Linda Christine; Bettendorf, IA  
 Chidester, Christina Marie; Waterloo, IA  
 Chihak, Candace F.; Lisbon, IA  
 Christopherson, Barbara J.; Ackley, IA  
 Christy, Aliceann Paxton; Council Bluffs, IA  
 Clapham, Karen Kay; Dubuque, IA  
 Clark, Penelope S.; La Porte City, IA  
 Clark, Valerie A. Lammers.; Marshalltown, IA  
 Clasey, Lisa M.; Yorkville, IL  
 Clemen, Karen A.; Dubuque, IA  
 Clymer, Janice Kay; Estherville, IA  
 Coakley, Lori A.; Burlington, IA  
 Coan, Michelle Lea; Warsaw, IL  
 Coatney, Lana K.; Atlantic, IA  
 Cochran, Corinna Ann; Osage, IA  
 Coggi, Susan J.; West Des Moines, IA  
 Cogil, JoAnn Marie; Johnston, IA  
 Coker, Teresa Barbara; Cedar Rapids, IA  
 Colberg, Lynn M.; East Moline, IL  
 Cole, Rebecca L.; Jewell, IA  
 Coleman, Christine Marie; Marshalltown, IA  
 Coles, Susan C.; Panora, IA  
 Collins, Jenifer J.; Indianapolis, IN  
 Collins, Judith Anne; Davenport, IA  
 Collins, Katherine L.; Kingsley, IA  
 Collins, Laura L.; Coralville, IA  
 Colwell, Patrick David; Waterloo, IA  
 Compton, Gail Ann; Richland, MO  
 Comstock, Rita Ann; Cherokee, IA  
 Conaway, Donita; Jesup, IA  
 Conklin, Nicole Jean; Sioux City, IA  
 Conlon, Theresa Ann; Sioux City, IA  
 Conrad, Susanne Margaret; Wooster, OH  
 Cook, Elizabeth L.; Des Moines, IA  
 Copper, Joan D.; Coggon, IA

Cordes, Sarah Ann; Epworth, IA  
 Core, Marjorie D.; Urbandale, IA  
 Corlett, Peggy Ann; Farmersburg, IA  
 Cottrell, Jane F.; Independence, IA  
 Countryman, Angela Nichole; Ames, IA  
 Covey, Jonathan Marlo; Hull, IA  
 Cox, Luann J.; Clive, IA  
 Cox, Randy Lee; Davenport, IA  
 Cox, Theresa Marie; Davenport, IA  
 Crane, Barbara A.; Iowa City, IA  
 Cressler, Barry Allen; Fonda, IA  
 Crimmins, Susan Elizabeth; North Liberty, IA  
 Crone, Rebecca J.; Woden, IA  
 Cruise, Maria C.; Dubuque, IA  
 Cufur, Laurretta M.; Waterloo, IA  
 Cunningham, Patricia M.; Des Moines, IA  
 Cunningham, Susan Ann; Fort Dodge, IA  
 Curtis, Kathryn Ann; Cedar Rapids, IA  
 Cuvelier, Nancy L.; Lawler, IA  
 Dach, Michael Patrick; Wentzville, MO  
 Dagger, Beth Renea; Polk City, IA  
 Daggett, Martha L.; Knoxville, IA  
 Dalton, Lucinda Lee; Perry, IA  
 Datisman, Rosalia M.; Dubuque, IA  
 Davenport, Mary K.; Altoona, IA  
 Davidson, Rolonda Jeanne; Keokuk, IA  
 Davis, Jill; Boone, IA  
 Dean, Nancy Elaine; Ackworth, IA  
 Dehne, Ashly Nicole; Olds, IA  
 Deitchler, Carol A.; Council Bluffs, IA  
 DeJong, Renee M.; Iowa City, IA  
 Delaney, Jergen M.; Waterloo, IA  
 Delucca, Judith L.; Fort Dodge, IA  
 Denning, Sara A.; Houghton, IA  
 Deryke, Antonette G.; Iowa City, IA  
 Dewitte, Lori L.; Brooklyn, IA  
 Dickman, Paula; Missouri Valley, IA  
 Disney, Kim M.; Clarion, IA  
 Divinity, Brenda Joyce; Dyersville, IA  
 Divoky, Michelle Lynn; Ely, IA  
 Dixon, Bonnie S.; Burlington, IA  
 Dobbela, Donna M.; Moline, IL  
 Dobes, Joy M.; Waterloo, IA  
 Doctor, Cheryl J.; Waterloo, IA  
 Donahue, Windlene K.; Emmetsburg, IA  
 Dorcy, Syeda Marie; Hudson, IA  
 Douthart, Stephanie Marie; Packwood, IA  
 Downs, Brenda Lee; Sioux Center, IA  
 Duffy, Margaret M.; Marshalltown, IA  
 Duitsman, Barbara A.; Lohrville, IA  
 Dullea, Penny L.; Swisher, IA  
 Dunbar, Kathy K.; Hiawatha, IA  
 Duncan, Lorraine Sue; Muscatine, IA  
 Duncan, Uyntha J.; Cedar Falls, IA  
 Dwyer, Wanona Ann; Creston, IA  
 Dykstra, Monica Ruth; Rock Valley, IA  
 Eastman, Diane L.; Coralville, IA  
 Eaton, Katherine C.; Ames, IA  
 Eckerman, Teri E.; Sioux City, IA  
 Edgeworth, Deborah Kay; Davenport, IA  
 Edrington, Janna F.; Decorah, IA  
 Eggers, Andra L.; Clinton, IA  
 Ehlinger, Michelle Lynn; Dubuque, IA  
 Ehret, Joan E.; Iowa City, IA  
 Elder, Victoria; Runnells, IA  
 Eldridge, Veronica Irene; Dunkerton, IA  
 Elkin, Sheila L.; Albia, IA  
 Elliott, Terri Jo; Milan, IL  
 Elsbernd, Marie A.; Calmar, IA  
 Elzey, Karen J.; La Porte City, IA  
 Enfield, Robin; Coralville, IA  
 Engebretson, Lanice E.; Scarville, IA  
 Engeman, Janet M.; Sibley, IA  
 Erbe, Kimberly L.; Mason City, IA  
 Erickson, Valerie Elizabeth Ann; Clermont, IA  
 Ervin, Cheryl R.; Le Grand, IA  
 Evans, Cheryl L.; Council Bluffs, IA  
 Evans, Donna K.; Iowa City, IA  
 Evans, Regina C.; Ellsworth, IA  
 Evenson, Amy Patterson.; Boone, IA  
 Faith, Sherrie Lynn; Hinton, IA  
 Fank, Sharon K.; Garner, IA  
 Farrey, Lois A.; Milan, IL  
 Feazell, Wendy J.; New Hampton, IA  
 Fees, Robert Donald; Melbourne, IA  
 Fenstermann, Marlene K.; Decorah, IA  
 Ferch, Carolyn Engle; Nora Springs, IA  
 Ferguson, Vickie J.; West Des Moines, IA  
 Ferrenburg, Rebecca Sue; Monmouth, IL  
 Field, Christy S.; Urbandale, IA  
 Finch, Elizabeth M.; Des Moines, IA  
 Finley, Michelle L.; Ankeny, IA  
 Fischer, Denise D.; Jesup, IA  
 Fisher, Amy Marie; Nashua, IA  
 Fishler, Natalia Alexandru; Dubuque, IA

Fitzgerald, Mavis L.; Northwood, IA  
 Fitzpatrick, Darla Dee; Urbandale, IA  
 Flanery, Judith J.; Guthrie Center, IA  
 Forbes, Barbara L.; Cedar Rapids, IA  
 Ford, Patricia A.; Council Bluffs, IA  
 Forde, Alyssa Marie; Elkhart, IA  
 Foulkes, Ryan Matthew; Keokuk, IA  
 Foutch, Shelley Kay; Logan, IA  
 Fowler, Katie Jean; Marshalltown, IA  
 Frampton, Linda Joan; Clive, IA  
 Franco, Leslie A.; Sioux City, IA  
 Frank, Paula L. Horton.; Madrid, IA  
 Fredericks, Joy Alison; Dubuque, IA  
 Freed, Ruth K.; Ankeny, IA  
 Fritz, Elizabeth Ann; Dubuque, IA  
 Gage, Kitty J.; Villisca, IA  
 Gaily, Dawn Marie; Moorland, IA

Gallagher, Deborah A.; Grinnell, IA  
 Galles, Jessica J.; Le Mars, IA  
 Garcia, Monica Marie; Council Bluffs, IA  
 Gard, Angela Marcie; Calamus, IA  
 Gamica, Barbara K.; Davenport, IA  
 Gassmann, Katie Leigh; Ankeny, IA  
 Geffe, Lynn Alan; Gulf Breeze, FL  
 Geiser, Connie; Mount Pleasant, IA  
 George, Susan M.; Clive, IA  
 Gerrish, Melinda D.; Alden, IA  
 Gibbs, Rosalind; Independence, IA  
 Gibson, Carolyn L.; Madrid, IA  
 Giesemann, Karen L.; Dubuque, IA  
 Giles, Marie A.; Council Bluffs, IA  
 Gillund, Sharon R.; Des Moines, IA  
 Goedken, Debra A.; Dubuque, IA  
 Goerd, Amanda; Cedar Rapids, IA

Goettsch, Shannon Daile; Washta, IA  
 Goldsmith, Mary Beth E.; Dubuque, IA  
 Gomez, Linda R.; Nora Springs, IA  
 Gordon, Melissa Jo; Sioux City, IA  
 Gorton, Susan M.; Marion, IA  
 Gosnell, Twila J.; Montrose, IA  
 Gould, Alice M.; West Des Moines, IA  
 Gowans, Sandra Jean; Waterloo, IA  
 Graaf, Lorrie J.; Johnston, IA  
 Gracia, Charity Marie; Council Bluffs, IA  
 Graeve, Julie Lynn; Denison, IA  
 Graf, Judy M.; Washington, IA  
 Graham, Ruth A.; Johnston, IA  
 Gray, Rebecca D.; West Burlington, IA  
 Green, Rebecca Marie; Somers, IA  
 Greenwood, Heidi Angeline; Dyersville, IA  
 IA

Gregory, Beth M.; Clarinda, IA  
 Greiner, Debra M.; Knoxville, IA  
 Grieder, Susan Kay; Belle Plaine, IA  
 Griffith, Lisa Marie; West Liberty, IA  
 Grimm, Shiela Jane; North Liberty, IA  
 Grinstead, Cynthia K.; Ottumwa, IA  
 Groepper, Lisa A.; Council Bluffs, IA  
 Gross, Margie A.; Dubuque, IA  
 Grothusen, Julie Ann; Davenport, IA  
 Grove, Teresa Mary; Iowa City, IA  
 Groves, Linda K.; Rippey, IA  
 Guerra, Bonnie C.; Wapello, IA  
 Gull, Dorothy; Bettendorf, IA  
 Gust, Jolene A. Stackis; Dubuque, IA  
 Guthrie, Julie Ann; Hopkinton, IA  
 Guy, Bonnie Karlene; Clinton, IA  
 Guyan, Julie A.; Monticello, IA

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**FEBRUARY RNs** *Continued from page 33*

Hackman, Linda Kay; Sumner, IA  
Hall, Jane L.; Dubuque, IA  
Haller, Mary A.; Sheffield, IA  
Hamberg, Darice Ann; Albert Lea, MN  
Hamdorf, Ruth J.; Harlan, IA  
Hamilton, Tamra R.; Grundy Center, IA  
Hansen, Barbara Lynn; Ames, IA  
Hansen, Debbie Lynn; Oelwein, IA  
Hansen, Kelli; Tiffin, IA  
Hanson, Georgia Lee Ann; Fremont, IA  
Hanson, Mary E.; Clarinda, IA  
Hargens, Beth H.; Wauke, IA  
Harms, Angelina M.; Olin, IA  
Harms, Kristine Ranae; Ocheyedan, IA  
Harnack, Gloria A.; Manly, IA  
Harper, Mary J.; Des Moines, IA  
Harris, Dawn B. McNally; West Union, IA  
Harrison, Roger Lee; Mount Pleasant, IA  
Hartig, Lavonne D.; Ankeny, IA  
Hartley, Vicki J.; Fort Dodge, IA  
Harvey, Debra L.; Knoxville, IA  
Hasenmiller, Gail A.; DeWitt, IA  
Hassler, Janette Rochelle; Clive, IA  
Hatfield, Tracy Lee; Ottumwa, IA  
Hauser, Claudia J.; Council Bluffs, IA  
Hauser, Stacy Lynn; Grinnell, IA  
Havlik, Penny Sue; Iowa Falls, IA  
Hayden, Terry L.; Marion, IA  
Healy, Karen M.; Dubuque, IA  
Hedges, Deborah P.; Cedar Rapids, IA  
Hedrick, Nicole Arlene; Des Moines, IA  
Hegna, Tammra Kay; Madrid, IA  
Hegstrom, Ann L.; De Soto, IA  
Heibult, Patricia M.; Sibley, IA  
Heinrichs, Lisa A.; Ottumwa, IA  
Helling, Cynthia Arrasmith; Ankeny, IA  
Hendrickson, Nancy R.; Thousand Oaks, CA  
Henriksen, Beth A.; Ames, IA  
Henry, Angela Marie; Burlington, IA  
Herberg, Nancy J.; Davenport, IA  
Herrin, Bonnie J.; Newton, IA  
Hess, Hope Lynn; Dubuque, IA  
Hesse, Sharon; Walcott, IA  
Hester, Lisa; Des Moines, IA  
Heying, Junever L.; Sumner, IA  
Hiatt, Cheryl M.; West Des Moines, IA  
Hiatt, Jimmett Ann; Council Bluffs, IA  
Hick, Mary A.; Rippey, IA  
Higgins, Renee Christine; Northfield, MN  
Hill, Beth Marie; Thurman, IA  
Hill, Stephanie R.; Oklahoma City, OK  
Hillard, Debra A.; Dubuque, IA  
Hintgen, Lisa Ann; Charles City, IA  
Hintz, Katherine Ann; Oelwein, IA  
Hirschberg, Linda J.; Farnhamville, IA  
Hoard, Martha L.; Fort Dodge, IA  
Hobbs, Sarah W.; Maquoketa, IA  
Hoch, Martha V.; Chariton, IA  
Hoek, Julia D.; Ankeny, IA  
Hoepfner, Karen K. Rath; New Hartford, IA  
Hoff, Peggy J.; Waterloo, IA  
Hoffman, Gwendolyn Kay; Lone Tree, IA  
Hoffman, Scott L.; Pleasantville, IA  
Hohneke, Jennifer C.; Cedar Rapids, IA  
Holbrook, Danielle; Iowa City, IA  
Holdsworth, Patty Jo Heilesen; Irwin, IA  
Holesinger, Stephanie G.; Clinton, IA  
Holmgren, Randi K.; Des Moines, IA  
Holthaus, Elaine M.; Ossian, IA  
Hoofnagle, Amy Enola; Waterloo, IA  
Hopf, Tanya J.; Knoxville, IA  
Hopkins, Lisa Ann; Des Moines, IA  
Hopp, Janet K.; Earlham, IA  
Horak, Rebecca Rosenberg; Springville, IA  
Hoth, Julie A. Koch; Waterloo, IA  
Houlihan, Jennifer Marie; Cedar Rapids, IA  
House, Eileen M.; Cedar Rapids, IA  
House, Ruth M.; Madrid, IA  
Howell, Casey Marie; Stanhope, IA  
Howieson, Renee Helen; Iowa City, IA  
Hoye, Dianna K.; Ankeny, IA  
Hudson, Jerry M.; Ankeny, IA  
Huen, Chante Marie; Slater, IA  
Hughes, Alma D.; Maquoketa, IA  
Hughes, Ronell; Adel, IA  
Hunger, Shannon; Iowa City, IA  
Hunt, Patricia L.; Blockton, IA  
Hunter, Angela M.; Iowa City, IA  
Hunter, Shelly Kay; Council Bluffs, IA  
Hunter, Wendy S.; Hopkinton, IA  
Hutchens, Amy Christine; Council Bluffs, IA  
Hutson, Rebecka Ann; Tama, IA  
Hyde, Pamela Sue; Council Bluffs, IA

Ibbotson, Rita J.; Tingley, IA  
Ingle, Kathleen Ruth; Hinesville, GA  
Ingwersen, Jessica Nicole; Des Moines, IA  
Irwin, Chris David; Sac City, IA  
Irwin, Diane; Bloomfield, IA  
Isaacson, Teresa; Denver, IA  
Iversen, Sandra Rae; Dunlap, IA  
Jacques, Mary Lynn; Davenport, IA  
Jaeger, Katherine A.; South English, IA  
Jamell, Theresa F.; Marshalltown, IA  
James, Robert; Peosta, IA  
James, Terrie L.; Mount Pleasant, IA  
Janssen, Linda Joy; Emmetsburg, IA  
Jarding, Debra A.; Dubuque, IA  
Jeffries, Darlene L.; Davenport, IA  
Jensen, Peggy M.; Pocahontas, IA  
Jensen, Shirley A.; Grinnell, IA  
Jirouch, Connie S.; Marion, IA  
Johannsen, Jennifer M.; Maquoketa, IA  
Johns, Vickie L.; Davenport, IA  
Johnson, Brandi Leigh; Iowa City, IA  
Johnson, Janice Kay; Mo Valley, IA  
Johnson, Jone M.; Coralville, IA  
Johnson, Kathleen A.; Spirit Lake, IA  
Johnson, Libbie Lynn; Webster City, IA  
Johnson, Lisa C.; Spirit Lake, IA  
Johnson, Markoline; Des Moines, IA  
Johnson, Michele L.; Des Moines, IA  
Johnson, Paula J.; Otho, IA  
Jones, Brenda L.; Armstrong, IA  
Jones, Joan C.; Manchester, IA  
Jones, Randall G.; Council Bluffs, IA  
Jordison, Emily Joy; Boone, IA  
Judd, Roberta Gail; Ankeny, IA  
Juhl, Pamela K.; Des Moines, IA  
Jungman, Carol L.; West Des Moines, IA  
Juve, Sheryl A.; Decorah, IA  
Kacher, Dawn Joann; Adel, IA  
Kaeffring, Regina F.; Iowa City, IA  
Karg, Christine W.; Clarinda, IA  
Karr, Jennifer S.; Keokuk, IA  
Kass, Nathan Michael; Iowa City, IA  
Kayl, Lynett R.; Sioux City, IA  
Keen, Evelyn M.; Storm Lake, IA  
Keleher, Monica D.; Mount Vernon, IA  
Kelly, Michelle; Lawton, IA  
Kemming, Kathleen M.; Waverly, IA  
Kemp, Cheryl A.; Riverside, IA  
Kendrick, Shanna; West Des Moines, IA  
Kennel, Jami Lynn; Pleasant Hill, IA  
Kennell, Pamela L.; Gowrie, IA  
Kesling, Victoria L.; Fort Dodge, IA  
Kibe, Judith Ann; Waterloo, IA  
Kidder, Monica Lee; Ottumwa, IA  
Kimpson, Beth Ann; Griswold, IA  
King, Jill J.; Des Moines, IA  
King, Karen A.; Des Moines, IA  
Kinley, Elizabeth Ann; Norwalk, IA  
Kitzman, Carol; Swisher, IA  
Klein, Julie A.; Cedar Falls, IA  
Knapp, Mary K.; Dubuque, IA  
Knauf, Amy Diane; West Des Moines, IA  
Knedler, Valerie Ann; Ankeny, IA  
Knott, Marjorie; Carroll, IA  
Knox, Penny D.; East Moline, IL  
Koch, Julie A.; Van Meter, IA  
Koechle, Neva L.; Nauvoo, IL  
Koehn, Kathleen J.; Atkins, IA  
Koenig, Debra K.; Fort Dodge, IA  
Kohl, Christine A.; Dubuque, IA  
Kohoutek, Juanita S.; Solon, IA  
Kopaska, Barbara J.; Pella, IA  
Kopaska, Debra Lynn; Huxley, IA  
Kopp, Carol A.; Fairfield, IA  
Kottke, Mary K.; Storm Lake, IA  
Kouski, Ruth Diane; Des Moines, IA  
Kowalczyk, Mary J.; Bettendorf, IA  
Kowalski, Joy M.; Osage, IA  
Kracht, Nancy A.; Crescent, IA  
Krieger, Kimberly Sue; Iowa City, IA  
Kriener, Janice A.; Waverly, IA  
Krull, Angela R.; Altoona, IA  
Kruse, Lynnette Ann; Davenport, IA  
Kruser, Barbara J.; Maquoketa, IA  
Kuechmann, Karen M.; Danville, IA  
Kuehl, Cynthia; Des Moines, IA  
Kueker, Cherish Marie; Waverly, IA  
Kyhl, Lara L.; New Hartford, IA  
Laird, Jacque A.; Prescott, IA  
Laird, Nancy Ellen; Adel, IA  
Lakes, Julie A.; Iowa City, IA  
Lamb, Nancy E.; Rock Island, IL  
Lampkin, Suzanne M.; Tiffin, IA  
Lancaster, Linda P.; Prole, IA  
Lane-Gipson, Nancy K.; Iowa City, IA  
Lang, Joan M.; Waterloo, IA  
Lang, Mary L.; Brooklyn, IA  
Lang, Sheryl A.; Coralville, IA  
Langenfeld, Patrice M.; Pella, IA

Larimer, Patrice A.; Des Moines, IA  
Lau, Teresa Ann; Urbandale, IA  
Laursen, Jewell; Cody, WY  
Law, Alyce F.; Des Moines, IA  
Lazio, Lois D.; Davenport, IA  
Leach, Lori Denise; Roland, IA  
Leblanc, Lynn M.; Dubuque, IA  
Lee, Christine Marie; Coon Rapids, IA  
Lee, Dianna L.; Redwing, MN  
Lee, Kristin Jo; Walford, IA  
LeFever, Dawn R.; Cedar Rapids, IA  
Legvold, Jamie L.; Oskaloosa, IA  
Lemaster, Jeanette M.; Council Bluffs, IA  
Lenhart, Jocelyn Kathleen; Carlisle, IA  
LeNoble, Sheila J.; Fairbanks, AK  
Lens, Marsha M. K.; Independence, IA  
Lettington, Laurie J.; Ottumwa, IA  
Leute, Paula Jean; East Dubuque, IL  
Lewis, Diana P.; New Port Richey, FL  
Lewis, Jeri M.; Pleasant Hill, IA  
Li, Melinda Etta; Fort Dodge, IA  
Lies, Kristine; Cedar Falls, IA  
Lilienthal, Patricia R.; Tipton, IA  
Limkemann, Kay; Cedar Rapids, IA  
Lincoln, Kellie J.; Strawberry Point, IA  
Lincoln, Mary E.; DeWitt, IA  
Lindenberg, Karen Jean; Dubuque, IA  
Link, Karen Marie; Waterloo, IA  
Linville, Brigitte A. Dietz; Davenport, IA  
Lippold, Tammy Marie; Neola, IA  
Litzel, Constance A.; Ames, IA  
Lobaio, Julianne; Altoona, IA  
Loerts, Becky Marie; Iowa City, IA  
Loes, Patricia Ann; Cascade, IA  
Logsdon, Gale S.; West Des Moines, IA  
Loussaert, Pamela S.; Eldridge, IA  
Love, Nancy J.; Altoona, IA  
Lovik, Aimee Rene; Nora Springs, IA  
Lucas, Ruth; Dyersville, IA  
Lucht, Jean A.; Lake View, IA  
Lucky, Kimberly Jo; Camanche, IA  
Luining, Carol A.; Bondurant, IA  
Lund, Elizabeth Renae; West Des Moines, IA  
Lundgren, Martha R.; Des Moines, IA  
Lupkes, Beverly A.; Cedar Falls, IA  
Lynn, Marjorie; Albuquerque, NM  
Lyons, Heidi Marie; Pella, IA  
Maass, Julie A.; Webster City, IA  
Macek, Marguerite A.; Davenport, IA  
Machado, Patricia Jane; Iowa City, IA  
Mahedy, Stacy; West Des Moines, IA  
Majors, Becke Jean; Honey Creek, IA  
Malm, David D.; Spencer, IA  
Malone, Cynthia L.; Cedar Rapids, IA  
Mangrum, Tami Kay; Rochester, MN  
Manning, Gretchen Jo; Iowa City, IA  
Marckmann, Sandra Surber; Beaman, IA  
Marcum, Candice M.; Des Moines, IA  
Markley, Jennifer Clark; Marion, IA  
Maroc, Genice A.; Marengo, IA  
Marshall, Betty M.; Waterloo, IA  
Martens, Laura S.; DeWitt, IA  
Martin, JoAnne; Northwood, IA  
Mascaro, Susan A.; Altoona, IA  
Masters, Andrea Lynn; Leon, IA  
Masterson, Mary H.; Eldridge, IA  
Mathews, Cynthia A.; Danville, IA  
Matthias, Bridget Elizabeth; Marion, IA  
Mattison, Ann Marie; Louisburg, KS  
Maxey, Michelle Renee; West Des Moines, IA  
Maxwell, Ann M.; Davenport, IA  
May, Mary Janette; Indianola, IA  
McBride, Rachel A.; Fort Dodge, IA  
McCabe, Cindy S.; Buffalo, IA  
McCarthy, Norma Agnes; Sioux City, IA  
McCoy, Charles G.; Dubuque, IA  
McCrary, Cathy M.; Orange Park, FL  
McCready, Traci Marie; Macedonia, IA  
McDonald, Rhonda S.; Centerville, IA  
McDonald, Sherry Yvonne; Russell, IA  
McDonough, Janice M.; Ottumwa, IA  
McDonough, Louise Marie; Muscatine, IA  
McDonough, Patti Lee; Albia, IA  
McGinn, Sherry A.; Dubuque, IA  
McGrath, Jamie Lynn; Garner, IA  
McGraw, Sarah Lynn; Madrid, IA  
McGuire, Janet S.; Cedar Rapids, IA  
McGuire, Mavis A.; Council Bluffs, IA  
McKay, Jean A.; Knoxville, IA  
McKibben, Kristine A.; Albion, IA  
McKinley, Valerie K.; Moravia, IA  
McMillan, Nancy; Aurora, IA  
McMurray, Beverly A.; Mason City, IA  
McNeese, Debora Sue Louise; Harlan, IA  
McPhail, Kelly C.; Osage, IA  
McWilliams, Sheri Lynn; Mason City, IA  
Meadowcroft, Judith Lyn; Adel, IA  
Meehan, Jolyn K.; Bondurant, IA  
Mefferd, Therese; Cedar Rapids, IA

Mefferd, Carol K.; Ankeny, IA  
Meiners, Judith E.; Dedham, IA  
Meland, Jacqueline M.; DeWitt, IA  
Menary, Julia A.; Carlisle, IA  
Mensen, Kendra; Urbana, IA  
Metten, Katherine Ann; Independence, MO  
Metts, Michelle; Altoona, IA  
Metz, Michelle Ellen; Iowa Falls, IA  
Metzger, Karen Anne; Fayette, IA  
Meuzelaar, Angela Renae; Pella, IA  
Meyer, Brenda K.; Decorah, IA  
Meyer, Debra; Manchester, IA  
Michel, Mary Catherine; Tiffin, IA  
Millard, Amy Lynn; Guttenberg, IA  
Milledge, Olive M.; Chariton, IA  
Miller, Cheri L.; West Des Moines, IA  
Miller, Kathleen; Iowa City, IA  
Miller, Leslie A.; Waukon, IA  
Miller, Lori K.; Wayland, IA  
Miller, Marsha A.; Plainfield, IA  
Miller, Michelle; Dubuque, IA  
Miller, Niki; Ankeny, IA  
Miller, Tracy Lynn; Maquoketa, IA  
Million, Rita Marie; Henderson, IA  
Mills, Florence Elizabeth; Burlington, IA  
Mills, Karen L.; Council Bluffs, IA  
Mills, Roxanne S.; Waverly, IA  
Minear, Beatrice A.; Milan, IL  
Mingst, Christine Mary; Des Moines, IA  
Mitchell, Amy Lynn; Fulton, IL  
Mitchell, R. Suzette; Ottumwa, IA  
Mitro, Terry E.; Williamsburg, IA  
Moble, Amy Jo; Maloy, IA  
Mohan Jr, William J.; Council Bluffs, IA  
Moll, Jacqueline Ann; Ottumwa, IA  
Mooney, Amanda Christine; Norwalk, IA  
Moore, Debra A.; Cedar Rapids, IA  
Moore, Jerilyn Roscha; Des Moines, IA  
Moore, Katina Lynn; Norwalk, IA  
Moody, Pamela J.; Grundy Center, IA  
Moravec, Ruthy A.; Sioux City, IA  
Moravec, Rebecca M.; Iowa Falls, IA  
Morgan, Jo Ellen; Lenexa, KS  
Moroni, Diane B.; Rock Island, IL  
Morrison, Barbara; Fort Dodge, IA  
Morrison, Jody L.; South English, IA  
Mosby, Sadie Mae; Waterloo, IA  
Mosley, Heather L.; Burlington, IA  
Moss, Pamela Kay; Sumner, IA  
Mossman, Lawrence J.; Iowa City, IA  
Mowery, Shannon L.; Carson, IA  
Muenzenmeyer, Carol A.; Cedar Rapids, IA  
Muff, Jennifer Marie; Dunlap, IA  
Mulcahy, Lynn A.; Ottumwa, IA  
Mulford, Michelle; Hampton, IA  
Mullen, Laurie L.; Minburn, IA  
Muller, Jennifer L.; Urbandale, IA  
Mullins, Karmin L.; Center Point, IA  
Murphy, Joann M.; Reinbeck, IA  
Murphy, Leslie Dredge; Mount Ayr, IA  
Myers, Mindi L.; Ames, IA  
Nauman, Petrina Anne; Iowa City, IA  
Nelson, Cassandra L.; Johnston, IA  
Nelson, Debbie L.; Fort Dodge, IA  
Nelson, Debra R.; Leland, IA  
Nelson, Gina T.; Carroll, IA  
Nelson, Karen A.; Denison, IA  
Nelson, Paula Rene; Perry, IA  
Nelson, Sherri M.; Knoxville, IA  
Nelson, Stephanie Nicole; Belmont, IA  
Nielsen, Dinny L.; Garwin, IA  
Nielsen, Douglas C.; Urbandale, IA  
Niezwaag, Diane Pauline; Charles City, IA  
Nolting, Zita Anne Marie; Waterloo, IA  
Noonan, Tammi Lee; Cascade, IA  
Norgelas, Nicole Marie; Des Moines, IA  
Northway, Erin Elizabeth; Iowa City, IA  
Novak, Angela Dawn; Lowden, IA  
Novak, Susan M.; Cedar Rapids, IA  
Nuredahl, Jennifer Ann; Decorah, IA  
Nuredahl, Joyce M.; Urbandale, IA  
Nuzum, Marolyn J.; Council Bluffs, IA  
Oakley, Tierney Rose; Marion, IA  
O'Brien, Teresa Ann; Asbury, IA  
Odell, Mary B.; Muscatine, IA  
ODonnell, Sharon; Wauke, IA  
Off, Jody Sue; Des Moines, IA  
Oleson, Patricia A.; Des Moines, IA  
Olinger, Terri A.; Ames, IA  
Oliver, Beverly J.; Glenwood, MO  
Olson, Amber Meredith; Clarion, IA  
Olson, Dorothea D.; Cedar Falls, IA  
Olson, Janice L.; Rock Island, IL  
Oneall, Cheryl A.; Cedar Falls, IA  
Oppedahl, Kathie N.; Cedar Rapids, IA  
Ortmann, Constance R.; Remsen, IA  
O'Ryan, Ronald Mark; Centennial, CO  
Osborne, Heather Nicole; Clarinda, IA  
Osgood, Ann M.; Pleasant Hill, IA

Oxley, Julia H.; West Branch, IA  
Pacheco, Shannon Sue; Knoxville, IA  
Palm, Vicki; Ottumwa, IA  
Palmer, Nancy J.; Dubuque, IA  
Palos, Anne G.; Rock Island, IL  
Park, MaryBeth; Council Bluffs, IA  
Parsons, Mary S.; Iowa City, IA  
Parsons, Norma S.; Norwalk, IA  
Patterson, Becky L.; Des Moines, IA  
Paulsen, Rebecca; West Branch, IA  
Pauwels, Samantha S.; Cedar Falls, IA  
Pederson, Amy Elizabeth; Fort Dodge, IA  
Peiffer, Teresa A.; Des Moines, IA  
Pelton, Lynnette Virginia; Woodbine, IA  
Pendleton, Kristin L.; Lenexa, KS  
Perdue, Amy Lynn; Grimes, IA  
Persigehl, Elizabeth Iva; Plymouth, MN  
Person, Melanie J.; Burt, IA  
Peters, Debra Juanita; Fort Madison, IA  
Peters, Susan L.; Dawson, IA  
Petersen, Kimberly; Schleswig, IA  
Petersen, Pamela Jean; Avoca, IA  
Petersen, Patricia M.; W. Des Moines, IA  
Petersen, Valerie L.; Ida Grove, IA  
Peterson, Lynne M.; Griswold, IA  
Peterson, Wendy J.; Waterloo, IA  
Pettit, Kathryn J.; Ruthven, IA  
Pfaltzgraff, Barbara Ann; Ida Grove, IA  
Philp, Mary Ann; Donnellson, IA  
Pickering, Peggy; Van Horne, IA  
Pickett, Valerie Marie; Iowa City, IA  
Pierce, Donnie R.; North English, IA  
Pietig, Jayne; Carroll, IA  
Pittman-Foell, Janet G.; Iowa City, IA  
Pitts, Mari J.; Bellevue, IA  
Podhajsky, Kimberly K.; Atlantic, IA  
Pollitt, Melissa Marie; Walford, IA  
Pollock, Anne Elizabeth; Iowa City, IA  
Pollom, Brooke; Council Bluffs, IA  
Porter, Ardis J.; Des Moines, IA  
Porter, Brinda L. Taylor; Ames, IA  
Pottinger, Jenny Joann; Creston, IA  
Potts, Betty Rae; Blakesburg, IA  
Powell, Cynthia M.; Wauke, IA  
Prenger, Kimberly Faye; Urbandale, IA  
Preuschl, Lisa M.; Coralville, IA  
Price, Dawn Rae; Anamosa, IA  
Price, Heather Wynn; Clarinda, IA  
Price, Margaret F.; Carmel, IN  
Prokuski, Joan M.; Coralville, IA  
Protector, Vicki L.; Iowa City, IA  
Pry, Linda Maria; Le Mars, IA  
Punkiewicz, Jeanne K.; Rock Island, IL  
Quandahl, Selina Kay; Decorah, IA  
Queue, Connie M.; Creston, IA  
Quillin, Sara Lynn; Cedar Rapids, IA  
Rasmussen, Constance Marie; Sioux City, IA  
Rasmussen, Laura Lynn; Ferguson, MO  
Rausch, Phyllis M.; East Dubuque, IL  
Reading, Krista Nicole; Davenport, IA  
Reddish, Susan J.; North Liberty, IA  
Reed, Chelsea Jo; Bondurant, IA  
Reed, Sabrina Jeanette; Fort Dodge, IA  
Reicks, Sharon A.; New Hampton, IA  
Reid, Deborah J.; Fairfield, IA  
Reid, Debra Ann; Middletown, IA  
Reimers, Patricia; Marshalltown, IA  
Reis, Angela M. Wilson; Davenport, IA  
Rempel, Rachel Cathleen; Missouri Valley, IA  
Renaud, Betty Mae; Pleasant Hill, IA  
Renberg, Debra E.; Rockwell, IA  
Renner, Jodi; Sigourney, IA  
Reuter, Bonnie L.; Spragueville, IA  
Reynolds, Lois; Davenport, IA  
Ricardo, Stacy L. Edsall; Des Moines, IA  
Rickard, Deborah L.; Mason City, IA  
Rickertsen, Merla R.; Clinton, IA  
Ridenour, Rose M.; Manchester, IA  
Rieder, Deborah S.; Guernsey, IA  
Riedesel, September Dawn; Davenport, IA  
Rindels, Wendy; Jewell, IA  
Ringgenberg, Mollee Ann; Carroll, IA  
Riniker, Jeanette J.; Winthrop, IA  
Ripple, Kathleen A.; Peosta, IA  
Ritchie, Victoria E.; Iowa City, IA  
Ritter, Alyssa; Waterloo, IA  
Rittgers, Sherilyn Jean; Ankeny, IA  
Rix, Beth C.; Sioux Rapids, IA  
Roberts, Constance C. Pleake; Council Bluffs, IA  
Roberts, Mindy Jo; Dubuque, IA  
Robertson, Sarah Lynn; North Sioux City, SD  
Robinson, Sheila M.; Marion, IA  
Rogers, Angelia Michele; Altoona, IA  
Ross, Phyllis B.; Ankeny, IA  
Rothamel, Jeanne M.; Cedar Falls, IA

Rothmeyer, Sandra Barbara; Fort Atkinson, IA  
Rowe, Rebecca L. Kidwell; Waterloo, IA  
Rowley, Susan M.; Erie, CO  
Rozeboom, Holly L.; Sergeant Bluff, IA  
Rozmus, Michelle M.; Brooklyn, IA  
Ruden, Bridgid M.; Coralville, IA  
Rullman, Dorothy L.; Altoona, IA  
Rummelhart, Lillian Joan; Grinnell, IA  
Runnells, April Marie; Ottumwa, IA  
Rush, Rosalie; Osage, IA  
Ryan, Janice K.; Brighton, IA  
Sackett, Barbara; Wauke, IA  
Sand, Nona D.; Alta, IA  
Sandin, Trevi K.; Bondurant, IA  
Sandra, Susan E.; Amana, IA  
Sanner, Sarah Elizabeth; Blue Rapids, KS  
Saulsberry, Tiffany Ann; Waterloo, IA  
Saunders, Pamela A.; Rock Island, IL  
Schafer, Barbara R.; Waterloo, IA  
Scheetz, Nancy S.; North Liberty, IA  
Schiltz, Audrey Ann; West Des Moines, IA  
Schlabaugh, Julie A.; Kalona, IA  
Schlehr, Marilyn Ruth; Des Moines, IA  
Schleusner, Vincent L.; Rock Rapids, IA  
Schlotfeldt, Lori Lynn; Davenport, IA  
Schneider, Sigrun; Lowden, IA  
Schmid, Joanne M.; Iowa City, IA  
Schmidt, Ellen C.; Panama, IA  
Schmidt, Michele Cherie; Oxford, IA  
Schmitt, Heidi Marie; Farley, IA  
Schneckloth, Teresa L.; Davenport, IA  
Schneider, Rebecca A.; Burlington, IA  
Schneider, Kathy M.; West Burlington, IA  
Schneider, Tamara Renae; Davenport, IA  
Schneider, Teresa Anne; Coralville, IA  
Schoening, Nancy A.; Council Bluffs, IA  
Schott, Lori Ann; Tipton, IA  
Schreiber, Kimberly M.; Battle Creek, IA  
Schubert, Beth Ann; Hills, IA  
Schubert, Roberta R.; Ames, IA  
Schulte, Sharon Marie; Marengo, IA  
Schultz, Brian Andrew; North Liberty, IA  
Schulz, Dionne M.; Dubuque, IA  
Schumann, Lori J.; Cedar Rapids, IA  
Schwartz, Pamela J.; Mason City, IA  
Scott, Monica Jo; Des Moines, IA  
Seales, Shirley Jean; Coralville, IA  
Sealine, Cheryl J.; Dexter, IA  
Seaton, Susan K.; Council Bluffs, IA  
Seddon, Patricia J.; Centerville, IA  
Seney, Christina Joline; Milford, IA  
Sensor, Mary Lou; Cresco, IA  
Shafer, Barbara A.; Coralville, IA  
Shannon, Debbie S.; Des Moines, IA  
Sharp, Lori L.; Plainfield, IA  
Shaw, Debra A.; Grand Junction, IA  
Shay, Sandra K.; Cedar Rapids, IA  
Sheetz, Carolita T.; Keota, IA  
Shepherd, Karen S.; Ottumwa, IA  
Sherron, Marie; Cedar Rapids, IA  
Shin, Juh Hyun; Iowa City, IA  
Shirkey, Donna Rae; Wellman, IA  
Shonka, Rhonda S.; Cedar Rapids, IA  
Sibinski, Kelly Marie; Green Mountain, IA  
Siewers, Patricia; Avoca, IA  
Simons, Margaret R.; Coralville, IA  
Skartvedt, Mary R.; Radcliffe, IA  
Skow, Robyn Joy; Marcus, IA  
Smidt, Melissa K.; Johnston, IA  
Smith, Brandy Lynn; Ottumwa, IA  
Smith, Elizabeth Ann; Bryant, IA  
Smith, Jeri Barbara; Newton, IA  
Smith, Julia A.; Fort Madison, IA  
Smith, Kelley; Shell Rock, IA  
Smith, Ronald Stewart; Sergeant Bluff, IA  
Smith, Victoria Lynn; Johnston, IA  
Smith, Wendy L.; Solon, IA  
Smull, Edna M.; Burlington, IA  
Somers, Heidi Ursula; Galena, IL  
Soucie, Kelli Ann; Davenport, IA  
Sowards, Denise M.; Marshalltown, IA  
Spang, Marianne F.; Paulina, IA  
Spaulding, Tina S.; Lawrenceburg, KY  
Speaker, Cathy L.; Cedar Falls, IA  
Speck, Aimee; Sioux City, IA  
Speltz, Debbie A.; Lawler, IA  
Spencer, Alice O.; Galesburg, IL  
Spick, Kristi Ann; Martinsdale, IA  
Spinner, Karyn Elaine; Norwalk, IA  
Sproull, Marcia A.; Jesup, IA  
Spurlin, Arlys K.; Mason City, IA  
Stablein, Gwendolyn A.; Coon Rapids, IA  
Staniger, Mary Jo; Des Moines, IA  
Stankee, Kathy C.; Wheatland, IA  
Starbeck, Julie A.; Cedar Falls, IA  
Stauffer, Marilyn A.; Cedar Rapids, IA  
Staver, Janet K.; Cherokee, IA  
Stecker, Margaret A.; Boone, IA

**FEBRUARY RNS** *Continued from page 34*

Steele, Andrea Kay; Fredericksburg, IA  
 Stegall, Helen R. Lazio-; North Liberty, IA  
 Steinhilber, Bonita Kay; Altoona, IA  
 Stephenson, Karen D.; Ames, IA  
 Stewart, Maryann; Cedar Rapids, IA  
 Stewart, Shannon L.; Sioux City, IA  
 Stika, Elaine M.; Cresco, IA  
 Stolee, Pamela A.; Radcliffe, IA  
 Stoll, Linda L.; Cascade, IA  
 Stoltenberg, Suzanne; Cedar Rapids, IA  
 Storzjohann, Andrea Joan; Marshalltown, IA  
 Storto, Carol Joann; Agency, IA  
 Strand, Cathy Jo; Perry, IA  
 Strathe, Stephanie Sharon; Hubbard, IA  
 Straube, Laura Jane; Evansdale, IA  
 Striegel, Judy K.; What Cheer, IA  
 Strnad, Cheryl D.; Des Moines, IA  
 Studer, Ann D.; Des Moines, IA  
 Stull, Debra J.; Mason City, IA  
 Sturges, Denise; Saint Ansgar, IA  
 Sula, Carol A.; Dubuque, IA  
 Sullivan, Kathleen A.; Dubuque, IA  
 Sullivan, Nancy L.; Barnum, IA  
 Sutton, Tracey Marie; Colfax, IA  
 Svoboda, Melanie Jo; Marion, IA  
 Swanson, Brenda L.; Bettendorf, IA  
 Sweeney, Amy Louise; Waukon, IA  
 Sweeney, Darcie A.; Camanche, IA  
 Swick, Pamela C.; Council Bluffs, IA  
 Switzer, Deborah L.; Nevada, IA  
 Sypersm, Sheila Ann; Sioux City, IA  
 Syversen, Mary C.; Urbandale, IA  
 Tamasi, Angela K.; Des Moines, IA  
 Tangie, Joyce; Albia, IA  
 Tapke, Karen A.; Dyersville, IA  
 Tenge, Gina Rae; Waterloo, IA  
 Tentinger, Melanie Ann; Akron, IA  
 Tentinger, Susan Ann; Remsen, IA  
 Teslow, Jill I.; Decorah, IA  
 Tessmer, Greta Beth; Earlham, IA  
 Tessmer, Joe Harold; Elgin, IA  
 Theulen, Cheryl; Halbur, IA  
 Thomann, Diane; Ottumwa, IA  
 Thomas, Ann Alynn; Donnellson, IA  
 Thompson, Jennifer Leigh; Perry, IA  
 Thompson, Melissa Charleen; Ames, IA

Thuente, Kris Ann; Decorah, IA  
 Thuerauf, Lisa M.; Mount Vernon, IA  
 Tibben, Monica L.; Stuart, IA  
 Tichy, Kathleen L.; Solon, IA  
 Tiefenthaler, Dianne F.; Early, IA  
 Till, Deanna L.; Bellevue, IA  
 Tisor, Rose Marie; Burlington, IA  
 Titsworth, Jerilynn A.; North Fort Myers, FL  
 Tjelmeland, Linda J.; Fairbank, IA  
 Traina, Mary Dorine; Mandeville, LA  
 Trautman, Constance M.; Robins, IA  
 Traver, Katherine E.; Sioux City, IA  
 Travis, Susan K.; Thurman, IA  
 Tresnak, Tara Jo; West Des Moines, IA  
 Trowbridge, Kristi Lynn; Dubuque, IA  
 Trudell, Jeannie L.; Littleton, CO  
 Tubergen, Roger Alan; Doon, IA  
 Turner, Susan M.; Bloomfield, IA  
 Turnis, Ruth M.; Dubuque, IA  
 Tuttle, Barbara L.; Prairie City, IA  
 Tuvera, Theresa Ann; Bloomfield, IA  
 Twedt, Patricia Marie; Ames, IA  
 Tweedy, Brenda L.; Keokuk, IA  
 Ubben, Trisha Lynn; Ackley, IA  
 Umbreit, Joshua John; Red Oak, IA  
 Utterback, Kimberly K.; Norwalk, IA  
 Van Dee, Carmen K.; Williamsburg, IA  
 Van Lith, Karla Kristine; Mankato, MN  
 Van Middendorp, Kristin Gail; Alvord, IA  
 Vanbeek, Kathleen B.; Sheldon, IA  
 Vanderhei, Marilyn J.; Cedar Rapids, IA  
 Vanderlinden, Cathy S.; Carlisle, IA  
 VanDerWiel, Marvin James; Pella, IA  
 Vanoort, Cheryl M.; Ankeny, IA  
 VanRoekel, Janice R.; Sioux Center, IA  
 VanWassenhove, Tammy Louise; LeClaire, IA  
 Varenhorst, Holly Ann; Le Mars, IA  
 Vargason, Bonnie B.; Orange City, IA  
 Vasey, Jessica Lynn; Norwalk, IA  
 Vasey, Tami Lynn; Huxley, IA  
 Veach, Jessica H.; Dubuque, IA  
 Venhuizen, Mary E.; Fulton, IL  
 Venteicher, Holly Colette; Carroll, IA  
 Vercande, Kimberly A.; Hills, IA  
 Vetter, Lisa A.; Storm Lake, IA

Videbeck, Sheila L.; Windsor Heights, IA  
 Vigil, Eric G.; Iowa City, IA  
 Villotti, Aubrey Elizabeth; Urbandale, IA  
 Volkens, Jolene Ann; Treynor, IA  
 Wachter, Margaret A.; Galena, IL  
 Waddell, Sara Rose; Iowa City, IA  
 Wagner, Leatha E.; Muscatine, IA  
 Wallace, Betty K.; Creston, IA  
 Walter, Rose M.; Shenandoah, IA  
 Walton, Theresa; Marshalltown, IA  
 Warner, Paula J.; Cedar Rapids, IA  
 Warren, Jennifer Lynn; Glenwood, IA  
 Warren, Kalee Renee; Moline, IL  
 Warren, Nancy J.; Chariton, IA  
 Warren, Phyllis J.; Bradgate, IA  
 Wasek, Sandra K.; Cedar Rapids, IA  
 Wasko, Mary Beth; Ottumwa, IA  
 Watkins, Karla Marie; Glenwood, IA  
 Watsabaugh, Mary E.; Humeston, IA  
 Watson, Shirley A.; Britt, IA  
 Webb, Ellen Faye; Urbana, IL  
 Webb, Nancy J.; Ottumwa, IA  
 Weber, Cheryl A.; Runnells, IA  
 Weber, Ingrid D.; Wellman, IA  
 Weber, Marylou; Davenport, IA  
 Weberg, Lynette J.; Cedar Rapids, IA  
 Weekly, Craig E.; Vinton, IA  
 Weible, Vicki K.; Marion, IA  
 Wellendorf, Jodi R.; Carroll, IA  
 Wells, Gwendolyn N.; Des Moines, IA  
 Wells, Lori A.; Williamsburg, IA  
 Wells, Nancy A.; Bettendorf, IA  
 Wendel, Farryle June; Grimes, IA  
 West, Lynn M.; West Des Moines, IA  
 Westendorf, Eugene L.; Davenport, IA  
 Weston, Tara Elizabeth; Davenport, IA  
 Westphal, Jessica Marie; Durango, IA  
 whalen, Linda R.; Fairbank, IA  
 Whaley, Linda; Manson, IA  
 Whaley, Robyn Lee; Atlantic, IA  
 White, Ronald; Coralville, IA  
 White, Vickie S.; Hamilton, IL  
 Whittington, Deborah Planes-; Fort Myers, FL  
 Wibe, Joyce L.; Cedar Falls, IA

Wiegmann, Maida; Charles City, IA  
 Wildeboer, Janet A.; Ames, IA  
 Wilke, Janice D.; Clinton, IA  
 Wilke, Laura A.; Panama, IA  
 Wilken, Wendy L.; Denver, IA  
 Wilkinson, Roberta Mae; Hiawatha, IA  
 Willer, Delores; Council Bluffs, IA  
 Williams, Frances S.; Madrid, IA  
 Williams, Pamela I.; Blairstown, IA  
 Wills, Julianne; Ankeny, IA  
 Willson, Denise Jean; Burlington, IA  
 Wilson, Kathleen A.; Robins, IA  
 Wilson, Kathleen A.; Waterloo, IA

Wilson, Patricia E.; Iowa City, IA  
 Wilson, Patti J.; Cedar Rapids, IA  
 Winfield, Arline C.; Cape Coral, FL  
 Winterfeld, Timothy James; Rock Valley, IA  
 Wirth, Debra J.; Clear Lake, IA  
 Wisdom, Terry Lee; Center Point, IA  
 Wolff, Janet M.; Asbury, IA  
 Woltman, Lisa Ann; Cherokee, IA  
 Wood, Irene Margaret; Enfield, CT  
 Woodruff, Kristine R.; Carlisle, IA  
 Woolam, LoraLe; Rock Island, IL  
 Wrede, Ann L. Klingson-; Dayton, IA

Wright, Sarah Elizabeth; Keokuk, IA  
 Wunschel, Tamara D.; Early, IA  
 Wyatt, Dru Lyn; Des Moines, IA  
 Wyman, Ann Elizabeth; Omaha, NE  
 Yedlik, Marilyn; Vinton, IA  
 Yohn, Angela Sue; Clear Lake, IA  
 Young, Lindsay Leigh; West Des Moines, IA  
 Young, Tracy Jo; Lake Mills, IA  
 Zalesky, Laura J. Wagner-; Cedar Rapids, IA  
 Zintz, Jill; Plano, IA